

CITY OF REDLANDS AND THE REDLANDS ASSOCIATION OF
DEPARTMENT DIRECTORS SIDE LETTER OF AGREEMENT (2018)

This Side Letter of Agreement amending the July 1, 2018 – June 30, 2023 Memorandum of Understanding between the Redlands Association of Department Directors (“RADD”) and the City of Redlands (“City”) is made and entered into this 16th day of April, 2019. RADD and the City are sometimes individually referred to herein as a “Party” and, together, as the “Parties.”

RECITALS

WHEREAS, on December 5, 2017, RADD and the City agreed to a Memorandum of Understanding (“RADD MOU”) for the period of July 1, 2018 to June 30, 2023; and

WHEREAS, the Parties now wish to clarify their intentions with respect to Article 3, Article 12, paragraph 2, and Article 14, paragraph (A) of the RADD MOU; and

WHEREAS, representatives of the City and RADD have met and conferred in good faith, and now wish to effect changes with respect to Article 3, Article 12, paragraph 1, and Article 14 paragraph (A) of the RADD MOU;

NOW, THEREFORE, in consideration of the mutual promises contained herein, RADD and the City agree as follows:

AGREEMENT

Section 1. The text of existing Article 3 of the RADD MOU, entitled “Recognition,” is hereby deleted in its entirety, and the remaining Articles and sections of the RADD MOU shall be renumbered appropriately to reflect such deletion.

Section 2. The text of existing Article 12, paragraph 1 of the RADD MOU, is hereby deleted and rewritten to read as follows:

“Unit employees who achieve fifteen (15) years of service with the City shall be entitled to Lifetime Medical coverage for themselves and their dependents upon separation of service from the City. “Lifetime Medical” means health insurance and dental insurance as provided by the City to its then existing Unit employees through CalPERS, or similar group medical plan as determined by the City which does not exceed the cost to the City of the CalPERS plan. Any employee who is promoted into the Unit shall maintain (i) any Lifetime Medical benefit such employee has previously accrued with the City, and/or (ii) eligibility to earn the Lifetime Medical benefit if they had that right under their previous Memorandum of Understanding.

Section 3. The text of existing Article 14 (A) of the RADD MOU is hereby deleted and rewritten to read as follows:


“Unit employees who promote into RADD after January 1, 2009 shall combine all existing Sick Leave, Vacation balances, Floating Holidays, and Executive Leave hours previously accrued to them and unused at the time of their promotion into RADD into a Directors Accumulated Leave accrual category.

Notwithstanding any other provision of existing Article 14 of the RADD MOU to the contrary, commencing with the date of Ms. Janice McConnell’s employment appointment by the City Council (the “Commencement Date”) to the position of Assistant City Manager, Ms. McConnell shall have up to and including the date of June 30, 2022, to decrease her accrued unused hours of leave (“Director’s Accumulated Leave”), as of the Commencement Date, to nine hundred (900) hours or less. In the event Ms. McConnell’s leave balance is in excess of nine hundred hours as of July 1, 2022, Ms. McConnell’s leave balance will be reduced to 900 hours and she will no longer accrue leave until her balance is below 900 hours. At such time after July 1, 2022, and after Ms. McConnell’s leave balance is below 900 hours, she shall then accrue Director’s Accumulated Leave consistent with the provisions and limitations of Article 14 of this MOU.”

CITY OF REDLANDS


Paul W. Foster, Mayor

REDLANDS ASSOCIATION OF
DEPARTMENT DIRECTORS


Chris Boatman, President

Attest:


Jeanne Donaldson, City Clerk