

CITY OF REDLANDS AND THE REDLANDS ASSOCIATION OF MANAGEMENT  
EMPLOYEES SIDE LETTER OF AGREEMENT (2019)

This Side Letter of Agreement amending the July 1, 2018 – June 30, 2023 Memorandum of Understanding between the Redlands Association of Mid-Management Employees (RAMME) and the City of Redlands (“City”) is made and entered into this 3<sup>rd</sup> day of December, 2019. RAMME and City are sometimes individually referred to herein as a “Party” and, together, as the “Parties.”

RECITALS

WHEREAS, on December 5, 2017, RAMME and City agreed to a Memorandum of Understanding (“RAMME 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 19, Section B, of the RAMME MOU; and

WHEREAS, representatives of City and RAMME have met and conferred in good faith, and now wish to effect changes with respect to Article 19, Section B, of the RAMME MOU;

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

AGREEMENT

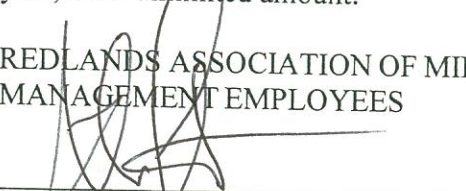
Section 1. Article 19, Section B, of the RAMME MOU, entitled “Sick Leave – Buy Back,” is hereby amended to read as follows:

“In December of the calendar year 2019, each unit employee may elect to be paid cash at his/her current hourly rate for each sick leave day accumulated during the following calendar year in excess of six (6) sick leave days in November of the following year. A total of one (1) year’s accumulation of ninety-six (96) hours must be on the books prior to any cash being paid. For every subsequent year, such election by a unit employee shall be made in November of such year. This election is irrevocable and may not be changed after the election is made. In lieu of this buy back, unit employees may choose to accumulate all sick leave days, from calendar year to calendar year, to an unlimited amount.”

CITY OF REDLANDS

  
Paul W. Foster, Mayor

REDLANDS ASSOCIATION OF MID-  
MANAGEMENT EMPLOYEES

  
Mike Foster, President

Attest:

  
Jeanne Donaldson, City Clerk