

CITY OF REDLANDS AND THE REDLANDS ASSOCIATION OF FIRE
MANAGEMENT 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 Fire Management Employees (RAFME) and the City of Redlands (“City”) is made and entered into this 3rd day of December, 2019. RAFME and City are sometimes individually referred to herein as a “Party” and, together, as the “Parties.”

RECITALS

WHEREAS, on December 5, 2017, RAFME and City agreed to a Memorandum of Understanding (“RAFME 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 17 and Article 18, Section C, of the RAFME MOU; and

WHEREAS, representatives of City and RAFME have met and conferred in good faith, and now wish to effect changes with respect to Article 17 and Article 18, Section C. of the RAFME MOU;

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

AGREEMENT

Section 1. Article 17, paragraph 2, of the RAFME MOU, entitled “Sick Leave-Sick Leave Buy Back Program,” is hereby amended to read as follows:

“Sick Leave Buy-Back Program

Association employees may accumulate sick leave from calendar year to calendar year to an unlimited amount, or participate in the City’s Sick Leave Buy Back program. In order to participate in the buy-back, the employee must have a minimum of 96 hours of sick leave on the books. For the calendar year 2019, Association employees may elect in December of 2019 to be paid cash at their current hourly rate for any hours earned in the following year in accordance with the schedule below, less any sick leave hours used during that period. The payment will occur in November of the following year. For each subsequent calendar year, such election by an Association employee shall be made in November of each such year. The election is irrevocable and may not be changed after the election is made.”

MAXIMUM BUY-BACK HOURS PER YEAR	
40 hour personnel	96
Shift Personnel	144

Section 2. Article 18, Section C, of the RAFME MOU, entitled "Defined Contribution & Contribution Plans" is hereby amended to read as follows:

"Association employees who meet the following requirements the first day after the last pay period in October:

1. 24 hours of available floating holiday for shift personnel or 20 hours of floating holiday for 40 hour personnel; and
2. Have a 401(a) account in place with the City shall contribute to the 401(a) program leave accruals in the order listed below up to the IRS maximum allowed. Deposits will be made on a pre-tax basis.

All sick leave hours in excess of 1350 hours;

All comp time in excess of 24 hours;

All vacation hours in excess of 400 hours.

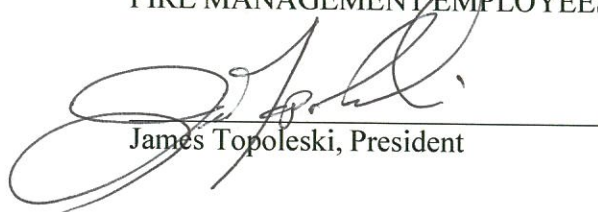
Conversion and deposit of available time shall occur during the last pay period in November."

CITY OF REDLANDS

REDLANDS ASSOCIATION OF
FIRE MANAGEMENT EMPLOYEES



Paul W. Foster, Mayor



James Topoleski, President

Attest:



Jeanne Donaldson, City Clerk