

CITY OF REDLANDS AND REDLANDS ASSOCIATION OF SAFETY
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 Safety Management Employees (“RASME”) and the City of Redlands (“City”) is made and entered into this 19th day of November, 2019. RASME and City are sometimes individually referred to herein as a “Party” and, together, as the “Parties.”

RECITALS

WHEREAS, on December 5, 2017, RASME and City agreed to a Memorandum of Understanding (“RASME 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, Article 20, and Article 25 of the RASME MOU; and

WHEREAS, representatives of City and RASME have met and conferred in good faith, and now wish to effect changes with respect to Article 19, Article 20, and Article 25 of the RASME MOU;

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

AGREEMENT

Section 1. Article 19 of the RASME MOU, entitled “Holidays,” is hereby amended to read as follows:

A. The City of Redlands currently observes the following holidays, established by Resolution:

New Year’s Day	January 1
Martin Luther King, Jr. Day	Third Monday in January
President’s Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4 th
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veteran’s Day	November 11 th
Thanksgiving Day	Fourth Thursday in November
Friday after Thanksgiving Day	Fourth Friday in November
Christmas Eve	December 24 th
Christmas Day	December 25 th

Association members shall bank holiday hours at the rate of ten (10) hours each and be paid for them in January of the following year.”

Section 2. Article 20 of the RASME MOU, entitled "Sick Leave," is hereby amended to read as follows:

"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 ninety six (96) hours of sick leave on the books. In November of each year, Association employees may elect 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 follow year. The election is irrevocable and may not be changed once the election is made."

YEARS OF SERVICE	MAXIMUM BUY-BACK HOURS PER YEAR
2-6	48
7	56
8	64
9	72
10	80
11	88
12	96

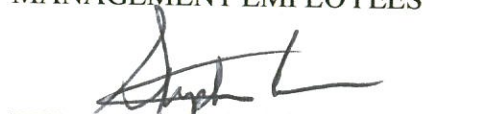
Section 3. Article 25 of the RASME MOU, entitled "Executive Leave," is hereby amended to read as follows:

"Association employees shall receive one hundred twenty (120) hours of executive leave annually. Employees will be paid for up to twenty (20) hours of unused executive leave that is on the books as of December 31st of each year. Any leave above twenty (20) hours remaining on the books will be removed and not carried over to the next year."

CITY OF REDLANDS

REDLANDS ASSOCIATION OF SAFETY
MANAGEMENT EMPLOYEES


Paul W. Foster, Mayor


Stephen Crane, President

Attest:


Jeanne Donaldson, City Clerk