

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 Management Employees (“RAME”) and the City of Redlands (“City”) is made and entered into this 19<sup>th</sup> day of November, 2019. RAME and City are sometimes individually referred to herein as a “Party” and, together, as the “Parties.”

RECITALS

WHEREAS, on December 5, 2017, RAME and City agreed to a Memorandum of Understanding (“RAME 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 15 and Article 16, Section C, of the RAME MOU; and

WHEREAS, representatives of the City and RAME have met and conferred in good faith, and now wish to effect changes with respect to Article 15 and Article 16, Section C, of the RAME MOU;

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

AGREEMENT

Section 1. Article 15 of the RAME MOU, entitled “Vacation” is hereby amended to read as follows:

“A. The vacation accrual for employees in the unit shall be as follows:

YEARS OF SERVICE	ACCRUAL RATE – HOURS
0 – 5	80
6 – 7	120
8 – 9	128
10 – 11	136
12 – 13	144
14 – 15	152
16 – 20	160
21	168
22	176
23	184
24	192
25+	200

Effective July 1, 2017, the maximum vacation accrual leave balance shall be one thousand (1000) hours. Unit members shall convert all vacation hours over 800 each year to a qualified 401(a) compensation plan to the maximum allowed by law. This conversion shall occur in January each

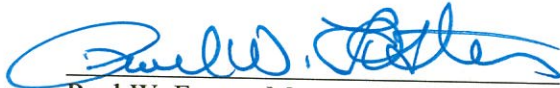
year. Unit members with more than one thousand (1,000) hours at the time of adoption of the July 1, 2017 MOU will have five (5) years in which to decrease their vacation balances to one thousand (1000) hours or less. Unit members who have more than one thousand (1,000) hours on June 30<sup>th</sup>, 2022 will have their vacation balances reduced to one thousand (1,000) hours, and will no longer be allowed to accrue vacation hours above one thousand (1,000) hours.”


Section 2. Article 16, Section C, of the RAME MOU, entitled “Sick Leave Buy Back,” is hereby amended to read as follows:

“C. BUY BACK: In November of each calendar year, each employee in the unit may elect to be paid 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, ninety-six (96) hours, must be on the books prior to any compensation being paid. This election is irrevocable and may not be changed once the election is made. Employees in the unit may also choose to accumulate all sick leave days, from calendar year to calendar year, to an unlimited amount.”

CITY OF REDLANDS

REDLANDS ASSOCIATION OF  
MANAGEMENT EMPLOYEES

  
Paul W. Foster, Mayor

  
Farrah Jenner, Vice-President

Attest:

  
Jeanne Donaldson, City Clerk