

CITY OF REDLANDS AND THE REDLANDS ASSOCIATION OF FIRE
MANAGEMENT EMPLOYEES
SIDE LETTER OF AGREEMENT (2025)

This Side Letter of Agreement amending July 1, 2023 - June 30, 2026, Memorandum of Understanding between the Redlands Association of Fire Management Employees (RAFME) and the City of Redlands ("City") is made and entered into this 20th day of January, 2026. RAFME and the City are sometimes individually referred to herein as a "Party" and, together, as the "Parties."

RECITALS

WHEREAS, on July 25, 2023, RAFME and the City agreed to a Memorandum of Understanding ("RAFME MOU") for the period of July 1, 2023, to June 30, 2026; and

WHEREAS, the Parties now wish to clarify their intentions with respect to Article 16 of the RAFME MOU; and

WHEREAS, representatives of the City and RAFME have met and conferred in good faith and now wish to effect changes with respect to Article 16 of the RAFME MOU.

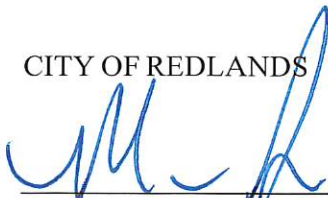
NOW, THEREFORE, in consideration of the mutual promises contained herein, RAFME and the City agree as follows:

AGREEMENT

Article 16 of the RAFME MOU, entitled "Longevity Pay", is hereby amended to read as follows:

- A. Employees with fourteen (14) years of continuous service with the City shall receive compensation in the amount of five (5) percent of base salary, effective at the beginning of the pay period closest to completion of their fourteenth (14th) year of service.
- B. Employees with nineteen (19) years of continuous service with the City shall receive an additional three (3) percent, effective at the beginning of the pay period closest to completion of their nineteenth (19th) year of service.
- C. The 14-year longevity percentages shall be compounded with the 19-year longevity pay. Incentives and leave cash out shall be calculated based on the combination of base salary and longevity pay.
- D. The change in the manner in which longevity pay is administered and paid shall not result in any loss of compensation to any member.

CITY OF REDLANDS




Mario Saucedo, Mayor

REDLANDS ASSOCIATION OF FIRE
MANAGEMENT EMPLOYEES



David Ketcherside, President

Attest:



Jeanne Donaldson, City Clerk