

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

This Side Letter of Agreement amending the July 1, 2023 - June 30, 2026, Memorandum of Understanding between the Redlands Association of Management Employees (RAME) and the City of Redlands ("City") is made and entered into this 16<sup>th</sup> day of December, 2025. RAME and the City are sometimes individually referred to herein as a "Party" and, together, as the "Parties."

RECITALS

WHEREAS, on June 20, 2023, RAME and the City agreed to a Memorandum of Understanding ("RAME 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 7 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 7 of the RAME MOU.

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

AGREEMENT

Article 7 of the RAME MOU, entitled "Longevity Pay" is hereby amended to read as follows:

- A. Employees with ten (10) years of continuous service with the City shall receive compensation in the amount of three (3) percent of base salary, effective at the beginning of the pay period closest to completion of their tenth (10<sup>th</sup>) year of service.
- B. Employees with fifteen (15) years of continuous service with the City, shall receive an additional two (2) percent, effective at the beginning of the pay period closest to completion of their fifteenth (15<sup>th</sup>) year of service.
- C. The 10-year longevity percentages shall be compounded with the 15-year longevity pay. Incentives and leave cash out shall be calculated based on the combination of base salary and longevity pay.

CITY OF REDLANDS



Mario Saucedo, Mayor

REDLANDS ASSOCIATION OF  
MANAGEMENT EMPLOYEES



Brian Foote, President

Attest:



Jeanne Donaldson, City Clerk