

CITY OF REDLANDS AND THE REDLANDS ASSOCIATION OF MID-
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 Mid-Management Employees (RAMME) and the City of Redlands ("City") is made and entered into this ¹⁶ day of December 2025. RAMME and the City are sometimes individually referred to herein as a "Party" and, together, as the "Parties."

RECITALS

WHEREAS, on June 20, 2023, RAMME and the City agreed to a Memorandum of Understanding ("RAMME 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 12 of the RAMME MOU; and

WHEREAS representatives of the City and RAMME have met and conferred in good faith and now wish to effect changes with respect to Article 12 of the RAMME MOU.

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

AGREEMENT

Article 12 of the RAMME MOU, entitled "Longevity Pay", is hereby amended to read as follows:

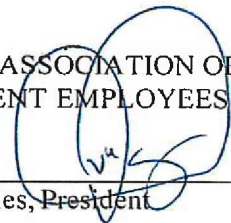
- A. Employees with fifteen (15) years of continuous service with the City shall receive compensation in the amount of three (3) percent of base salary, effective at the beginning of the pay period closest to completion of their fifteenth (15th) year of service.
- B. Employees with twenty (20) years 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 twentieth (20th) year of service.
- C. The 15-year longevity percentages shall be compounded with the 20-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 MID-
MANAGEMENT EMPLOYEES



Armando Valles, President

Attest:



Jeanne Donaldson, City Clerk