

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

RECITALS

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

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

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

AGREEMENT

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

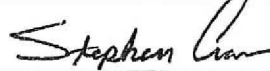
- A. Employees with twenty (20) years of continuous service with the City shall receive compensation in the amount of five (5) percent of base salary, effective at the beginning of the pay period closest to completion of their twentieth (20th) year of service.
- B. Incentives and leave cash out shall be calculated based on the combination of base salary and longevity pay.

CITY OF REDLANDS



Mario Saucedo, Mayor

REDLANDS ASSOCIATION OF SAFETY
MANAGEMENT EMPLOYEES



Stephen Crane, President

Attest:


Jeanne Donaldson, City Clerk