

CITY OF REDLANDS AND REDLANDS CIVILIAN SAFETY EMPLOYEES
ASSOCIATION
SIDE LETTER OF AGREEMENT (2025)

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

RECITALS

WHEREAS, on July 5, 2023, RCSEA and the City agreed to a Memorandum of Understanding ("RCSEA 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 8, of the RCSEA MOU; and

WHEREAS, representatives of the City and RCSEA have met and conferred in good faith and now wish to effect changes with respect to Article 8 of the RCSEA MOU.

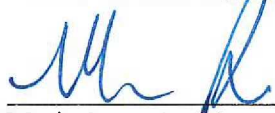
NOW, THEREFORE, in consideration of the mutual promises contained herein, RCSEA and the City agree as follows:

AGREEMENT

Article 8 of the RCSEA 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 with the beginning of the pay period closest to completion of their 15th year of service.
- B. Employees with twenty (20) years of continuous service with the City shall receive compensation of two (2) percent, effective at the beginning of the pay period beginning closest to completion of their 20th year of service.
- C. The 15-year longevity 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



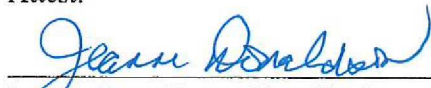
Mario Saucedo, Mayor

REDLANDS CIVILIAN SAFETY
EMPLOYEES ASSOCIATION



Matthew Dennistoun, President

Attest:



Jeane Donaldson, City Clerk