

CITY OF REDLANDS AND THE REDLANDS PROFESSIONAL
FIREFIGHTERS ASSOCIATION
SIDE LETTER OF AGREEMENT (2025)

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

RECITALS

WHEREAS, on July 5, 2023, RPFA and the City agreed to a Memorandum of Understanding ("RPFA 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 22 of the RPFA MOU; and

WHEREAS, representatives of the City and RPFA have met and conferred in good faith and now wish to effect changes with respect to Article 22 of the RPFA MOU.

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

AGREEMENT

Article 22 of the RPFA MOU, entitled "Longevity Pay", is hereby amended to read as follows:

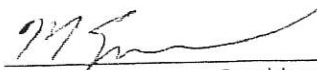
- A. Employees with fourteen (14) years of continuous service with the City shall receive compensation in the amount of five (5) percent of base salary, effective at the beginning of the pay period closest to completion of their fourteenth (14th) year of service.
- B. Employees with nineteen (19) years 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. These longevity percentages shall be compounding. 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 PROFESSIONAL
FIREFIGHTERS ASSOCIATION



Matthew Swenson, President

Attest:



Jeanne Donaldson, City Clerk