

CITY OF REDLANDS AND THE REDLANDS POLICE OFFICERS  
ASSOCIATION  
SIDE LETTER OF AGREEMENT (2025)

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

RECITALS

WHEREAS, on July 5, 2023, RPOA and the City agreed to a Memorandum of Understanding ("RPOA 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 Articles 13 and 38 of the RPOA MOU; and

WHEREAS representatives of the City and RPOA have met and conferred in good faith and now wish to effect changes with respect to Articles 13 and 38 of the RPOA MOU.

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

AGREEMENT

Article 13 of the RPOA MOU, entitled "Longevity Pay (City of Redlands)" 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 first pay period following the completion of their fourteenth (14<sup>th</sup>) 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 first pay period following the completion of their nineteenth (19<sup>th</sup>) year of service.
- C. The 19-year longevity percentage shall be compounded with the 14-year longevity pay.

Article 38 of the RPOA MOU, entitled "Longevity Pay (Peace Officer)" is hereby amended to read as follows:

- A. The City agrees that unit members that have at least five (5) years of continuous service with the City of Redlands and a combination of fourteen (14) years of continuous service with the City of Redlands and/or as a peace officer (as defined in Penal Code section 830.01 to 830.4)

in the State of California shall receive compensation in the amount of five (5) percent of base salary, effective at the beginning of the first pay period following the completion of their fourteenth (14<sup>th</sup>) year of service.


- B. The City agrees that unit members that have at least five (5) years of continuous service with the City of Redlands and a combination of nineteen (19) years of continuous service with the City of Redlands and/or as a peace officer (as defined in Penal Code section 830.01 to 830.4) in the State of California shall receive compensation in the amount of three (3) percent, effective at the beginning of the first pay period following the completion of their nineteenth (19<sup>th</sup>) year of service.
- C. The 19-year longevity percentages shall be compounded with the 14-year longevity pay.
- D. An employee may only receive Longevity Pay under Article 38 or Article 13. An employee is not eligible or entitled to receive Longevity Pay under both Articles at the same time.

The Parties agree that Longevity Pay and Longevity Pay (Peace Officer) will be included in the calculation of other incentives and leave cash outs. This means all such calculations will be based on base pay plus longevity pay and this applies throughout the RPOA MOU, including Articles 7, 8, 12, 15, 16, 26, 27, 28, and 47.

CITY OF REDLANDS

REDLANDS POLICE OFFICERS  
ASSOCIATION

  
\_\_\_\_\_  
Mario Saucedo, Mayor

 12/2/2025  
\_\_\_\_\_  
Jeffrey Frisch, President

ATTEST:

  
\_\_\_\_\_  
Jeanne Donaldson, City Clerk