

CITY OF REDLANDS AND TEAMSTERS LOCAL #1932
SIDE LETTER OF AGREEMENT (2025)

This Side Letter of Agreement amending the July 1, 2023 - June 30, 2026, Memorandum of Understanding between Teamsters Local #1932 and the City of Redlands ("City") is made and entered into this 16th day of December, 2025. Teamsters Local #1932 and the City are sometimes individually referred to herein as a "Party" and, together, as the "Parties."

RECITALS

WHEREAS, on July 25, 2023, Teamsters Local #1932 and the City agreed to a Memorandum of Understanding ("Teamsters 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 7, of the Teamsters MOU; and

WHEREAS, representatives of the City and Teamsters Local #1932 have met and conferred in good faith and now wish to effect changes with respect to Article 7 of the Teamsters MOU.


NOW, THEREFORE, in consideration of the mutual promises contained herein, Teamsters Local #1932 and the City agree as follows:

AGREEMENT

Article 7 of the Teamsters 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 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

TEAMSTERS LOCAL #1932

 11/17/2025

Rich Smith, Teamsters Business Rep

Attest:



Jeanne Donaldson, City Clerk