

**Side Letter to the Current Memorandum of Understanding between the City of Redlands and the Redlands Association of Department Directors (RADD)**


On June 20, 2023, the City Council approved a Memorandum of Understanding (MOU) between the City of Redlands ("the City") and the Redlands Association of Department Directors ("RADD"), effective July 1, 2023 – June 30, 2026.

This side letter agreement between the City of Redlands ("the City") and the Redlands Association of Department Directors ("RADD") is hereby entered into agreement on this 5<sup>th</sup> day of May, 2026. The parties agree to the following:

Commencing with the date that Sean Reilly was appointed by the City Manager to the position of Development Services Director, Director Reilly shall have up to and including the date of December 31, 2027, to decrease his accrued unused hours of leave ("Director's Accumulated Leave") as of the commencement date to nine hundred (900) hours or less. In the event Director Reilly's leave balance is in excess of 900 hours as of December 31, 2027, Director Reilly will no longer accrue leave until his balance is below 900 hours.

It should be noted that if RADD and the City mutually agree to modify the cap of annual leave in the successor MOU effective July 1, 2026, Director Reilly will have until December 31, 2027, to decrease his accrued unused hours of leave below the new cap. In the event Director Reilly's leave balance is in excess of the new cap as of December 31, 2027, Director Reilly will no longer accrue leave until his balance is below the cap as outlined in the successor MOU between RADD and the City.

CITY OF REDLANDS

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

5/5/26  
Date

REDLANDS ASSOCIATION OF DEPARTMENT DIRECTORS

  
\_\_\_\_\_  
Rachel Tolber, President

4/30/2026  
Date

ATTEST:

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