

**CITY OF REDLANDS AND THE REDLANDS ASSOCIATION OF MANAGEMENT EMPLOYEES
SIDE LETTER OF AGREEMENT (2026)**

This Side Letter of Agreement amending the July 1, 2026 - June 30, 2029, Memorandum of Understanding between the Redlands Association of Management Employees (RAME) and the City of Redlands ("City") is made and entered into this 5th day of August, 2026. RAME and the City are sometimes individually referred to herein as a "Party" and, together, as the "Parties."

RECITALS

WHEREAS, on June 16, 2026, RAME and the City agreed to a Memorandum of Understanding ("RAME MOU") for the period of July 1, 2026 to June 30, 2029; and

WHEREAS, the Parties now wish to clarify their intentions with respect to Article 12, Section A of the RAME MOU; and

WHEREAS, representatives of the City and RAME have met and conferred in good faith and now wish to effect changes with respect to Article 12, Section A of the RAME MOU.

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

AGREEMENT

Article 12, Section A, of the RAME MOU, entitled "Health Insurance" is hereby amended to read as follows:

The City shall contribute directly to CalPERS on behalf of each employee three hundred and ninety-seven dollars (\$397.00) per month pursuant to Resolution No. 4572, adopted by the City Council on September 5, 1989. In addition, the City shall contribute an amount through the City's cafeteria plan that is equal of the difference between the City's minimum PEMHCA contribution and the following amounts:

Coverage Level	Total City Contribution Effective July 1, 2026	Effective January 1, 2027	Effective January 1, 2028
Employee Only:	\$900	\$950	\$1,000
Employee Plus One Dependent:	\$1,700	\$1,800	\$1,900
Employee plus Two or more Dependents:	\$2,200	\$2,300	\$2,400

All other provisions in this article remain unchanged.

CITY OF REDLANDS



Mario Saucedo, Mayor

REDLANDS ASSOCIATION OF
MANAGEMENT EMPLOYEES



Brian Foote, President

Attest:


Jeanne Donalson, City Clerk