

**CITY OF REDLANDS AND THE REDLANDS ASSOCIATION OF MID- 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 Mid-Management Employees (RAMME) and the City of Redlands ("City") is made and entered into this 4th day of August 2026. RAMME and the City are sometimes individually referred to herein as a "Party" and, together, as the "Parties."

RECITALS

WHEREAS, on July 21, 2026, RAMME and the City agreed to a Memorandum of Understanding ("RAMME 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 15, Section A of the RAMME MOU; and

WHEREAS representatives of the City and RAMME have met and conferred in good faith and now wish to effect changes with respect to Article 15, Section A of the RAMME MOU.

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

AGREEMENT

Article 15, Section A, of the RAMME MOU, entitled "Health Insurance", is hereby amended to read as follows:

A. 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 to 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 MID-
MANAGEMENT EMPLOYEES



Armando Valles, President

Attest:



Jeanne Donaldson, City Clerk