

**CITY OF REDLANDS AND REDLANDS CIVILIAN SAFETY EMPLOYEES ASSOCIATION
SIDE LETTER OF AGREEMENT (2026)**

This Side Letter of Agreement amending the July 1, 2026 - June 30, 2029, Memorandum of Understanding between Redlands Civilian Safety Employees Association (RCSEA) and the City of Redlands ("City") is made and entered into this 4th day of August 2026. RCSEA and the City are sometimes individually referred to herein as a "Party" and, together, as the "Parties."

RECITALS

WHEREAS, on July 7, 2026, RCSEA and the City agreed to a Memorandum of Understanding ("RCSEA 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 8, of the RCSEA MOU; and

WHEREAS, representatives of the City and RCSEA have met and conferred in good faith and now wish to effect changes with respect to Article 24 of the RCSEA MOU.

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

AGREEMENT

Article 24 of the RCSEA 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 to the difference between the City's minimum PEMHCA contribution and the following amount:

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 CIVILIAN SAFETY
EMPLOYEES ASSOCIATION


Matthew Dennistoun, President

Attest:


Jeanne Donalson, City Clerk