

**CITY OF REDLANDS AND THE REDLANDS POLICE OFFICERS ASSOCIATION
SIDE LETTER OF AGREEMENT (2026)**

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

RECITALS

WHEREAS, on July 10, 2026, RPOA and the City agreed to a Memorandum of Understanding ("RPOA 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 RPOA MOU; and

WHEREAS representatives of the City and RPOA have met and conferred in good faith and now wish to effect changes with respect to Article 8 of the RPOA MOU.

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

AGREEMENT

Article 8 of the RPOA MOU, entitled "Field Training Officer Sergeant Incentive Pay" is hereby amended to read as follows:

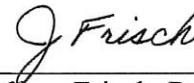
Effective the first full pay period after July 1, 2026, or the first full pay period after City Council approval of this MOU, whichever is later, the Sergeant overseeing the Field Training Officer (FTO) program shall receive FTO pay in the amount of five percent (5%) of (Base Salary + Longevity Pay + POST Certification Pay). This pay differential shall only be paid while the employee is serving as the FTO Sergeant.

CITY OF REDLANDS



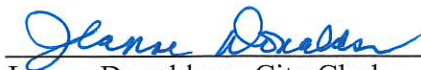
Mario Saucedo, Mayor

**REDLANDS POLICE OFFICERS
ASSOCIATION**



Jeffrey Frisch, President

ATTEST:



Jeanne Donaldson, City Clerk