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

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

RECITALS

WHEREAS, on June 29, 2026, RAFME 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 5 of the RAFME MOU; and

WHEREAS representatives of the City and RAFME have met and conferred in good faith and now wish to effect changes with respect to Article 5 of the RAFME MOU.

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

AGREEMENT

Article 5 of the RAFME MOU, entitled "Salaries" is hereby amended to read as follows:

All unit members shall receive the following: Effective the first full pay period after the City Council approves this MOU, 2026, all unit members will receive a seven percent (7%) increase to base salary.

A. Effective the first full pay period following July 1, 2027, all unit members will receive a three percent (3%) increase to base salary.
B. Effective the first full pay period following July 1, 2028, all unit members will receive a three percent (3%) increase to base salary.
C. Effective the first full pay period after City Council approves this MOU, the City shall eliminate Step 0 and Step 1 on the salary range for each classification. Additionally, current Step 2 will be renumbered to Step 1, current Step 3 will be renumbered to Step 2, current Step 4 will be renumbered to Step 3, and current Step 5 will be renumbered to Step 4. Employees on Step 0 or Step 1 at that time shall immediately be placed on the new Step 1. For those employees being advanced to Step 1, service hours for the purpose of receiving their next merit increase shall not reset.
D. Effective the first full pay period after the City Council approves this MOU, the City shall establish three new steps (Steps 5, 6, 7) at the top of the salary range for each classification. Each of the new steps shall be two and a half (2.5%) higher than the preceding step.
    a. Advancement to new steps 5, 6, and 7 shall continue to occur upon an employee's anniversary date.

CITY OF REDLANDS

Mario Saucedo, Mayor

REDLANDS ASSOCIATION OF FIRE MANAGEMENT EMPLOYEES

Josh Hannan, President

ATTEST:

Jeanne Donaldson, City Clerk