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 21st day of September, 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 52 of the RAME MOU.

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

AGREEMENT

Article 25 of the RAME MOU, entitled "Executive Leave" is hereby amended to read as follows:

Article 25. EXECUTIVE LEAVE

Unit employees shall receive one hundred twenty (120) hours of Executive Leave annually for use during the calendar year. Any leave hours above twenty (20) hours on the books as of December 31 of each year, shall be removed and not carry over to the following year. During the term of the Agreement, the parties agree to meet to discuss potential modification of the amount of Executive Leave provided annually under this Agreement. The parties acknowledge that the City is under no obligation to make any modification to the amount of Executive Leave provided under this Agreement and that any inability to reach agreement shall not be subject to impasse resolution procedures.

Effective 1/1/27 Unit employees shall receive one hundred forty (140) hours of Executive Leave annually for use during the calendar year.

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