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

This Side Letter of Agreement amending the July 1, 2026 - June 30, 2029, Memorandum of Understanding between the Redlands Police Officers Association (RPOA) and the City of Redlands ("City") is made and entered into this 22nd day of September, 2026. RPOA and the City are sometimes individually referred to herein as a "Party" and, together, as the "Parties."

RECITALS

WHEREAS, on June 16, 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.

The Chief of Police, at their sole discretion, may designate additional Sergeants to assist with the administration of the FTO program however, prior to designating a third Assistant FTO Sergeant, the Chief of Police shall submit a request and obtain approval by the City Manager. This pay differential shall only be paid when the employee has been designated by the Chief of Police as an Assistant FTO Sergeant and while the employee is supporting the FTO program.

All other provisions in this article remain unchanged.

CITY OF REDLANDS

Mario Saucedo, Mayor

REDLANDS POLICE OFFICER ASSOCIATION

Jeffrey Frisch, President

Attest:

Jeanne Donalson, City Clerk