

AMENDMENT 1

Article 25 of the Memorandum of Understanding between the City of Redlands and the San Bernardino Public Employees Association representing the General Employees Association of Redlands shall be amended as follows:

ARTICLE 25 SICK LEAVE

- A. ACCRUAL: Sick leave shall be accrued on an hourly basis at the rate of eight (8) hours per calendar month of service.
- B. USE: Employees may use up to half of their annual sick leave accrual, forty-eight (48) hours, to care for ill family members.
- C. BUY BACK: In November of each calendar year, each employee in the unit may elect to be paid at his/her current hourly rate for each sick leave day accumulated during the preceding calendar year in excess of six (6) sick leave days. A total of one (1) year's accumulation, ninety-six (96) hours, must be on the books prior to any compensation being paid. Employees in the unit may also choose to accumulate all sick leave days, from calendar year to calendar year, to an unlimited amount.
- D. AT SEPARATION OF SERVICE: Upon separation of service with the City, employees with ten (10) or more years of continuous service will be eligible to cash in unused sick leave at the following formula:

10 - 15	years service.....25%
16 - 20	years service.....35%
21+	years service.....50%

Employees electing this option shall be responsible for any and all future medical insurance premiums.

- E. UPON SERVICE RETIREMENT – In lieu of the benefit D and upon service retirement under the PERS retirement plan, employees in the unit may elect to have all remaining sick leave accrued at the time of retirement converted to cash value at their final rate of pay, and apply such cash value to applicable premiums payable under the City's medical insurance program for the employee and the employee's eligible dependents until the cash value is exhausted. In the event that the employee dies prior to exhaustion of the cash value of said benefits, the remaining cash value may be applied toward the premiums of covered dependents until exhausted, subject to the conditions and limitations of the applicable insurance policy.

- F. CONVERSION TO SERVICE CREDIT – Within the first year of this Agreement, the City shall amend the PERS contract for miscellaneous employees to provide the sick leave conversion to service credit benefit. In lieu of benefits D and E cited above, employees in the unit may elect to have all remaining sick leave accrued at the time of service retirement converted to PERS service credit.
- G. FULLY PAID MEDICAL INSURANCE – Upon service retirement and completion of twenty (20) cumulative years of service with the City, and in lieu of any sick leave buyback, the employee may elect fully paid medical insurance for the employee and eligible dependents, under the City's medical insurance program. Employees electing the fully paid medical insurance may also select benefit D or F upon service retirement.

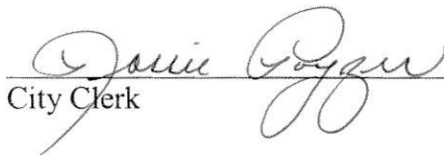
CITY OF REDLANDS



Mayor

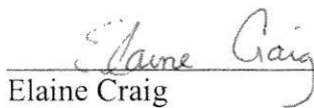
Date: Nov. 2, 2004

ATTEST:



City Clerk

SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION



Elaine Craig

Date: 10-25-04

Agreement - Solid Waste Rate Study - On motion of Councilmember Gilbreath, seconded by Councilmember Harrison, the City Council unanimously approved an agreement to furnish consulting services for a solid waste rate study with R3 Consulting Group, Inc., authorized staff to approve contingent costs up to 10 percent over the total contract amount, and authorized the Mayor and City Clerk to execute the document on behalf of the City.

Department of Justice Universal Hiring Grants - On motion of Councilmember Gilbreath, seconded by Councilmember Harrison, the City Council unanimously authorized the Police Department to utilize the U. S. Department of Justice, Office of Community Oriented Policing Services, Universal Hiring Grants, accepted by the City Council on September 16, 2003, and October 19, 2004, with the stipulation that no officers will be hired pursuant to these grants without the approval of the City Manager.

Agreement - Saturday Dances - On motion of Councilmember Gilbreath, seconded by Councilmember Harrison, the City Council unanimously approved an independent contractor agreement with Nick Eastvold to provide Saturday dances at the Redlands Community Center and authorized the Mayor and City Clerk to execute the document on behalf of the City.

Agreement - Music Lessons - On motion of Councilmember Gilbreath, seconded by Councilmember Harrison, the City Council unanimously approved an independent contractor agreement with Margaret Luevano to provide music lessons at the Redlands Community Center and authorized the Mayor and City Clerk to execute the document on behalf of the City.

Resolution No. 6339 - Salary - On motion of Councilmember Gilbreath, seconded by Councilmember Harrison, the City Council unanimously adopted Resolution No. 6339, a resolution of the City Council of the City of Redlands establishing a salary schedule and compensation plan for City employees and rescinding Resolution No. 6294. This resolution reflects finalized salary increases for the General Employees Association of Redlands, Redlands Civilian Safety Employees Association, and Redlands Association of Mid-Management Employees, and reclassifications for positions implemented for employees who have been working outside of the job classifications.

MOU Amendment - General Employees Association of Redlands - On motion of Councilmember Gilbreath, seconded by Councilmember Harrison, the City Council unanimously approved Amendment No. 1 of the 2004-2009 Memorandum of Understanding with the San Bernardino Public Employees Association of Redlands which modified the language detailing the use of sick leave accruals and authorized the Mayor and City Clerk to execute the document on behalf of the City.