

**SIDE LETTER TO CURRENT MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF REDLANDS AND THE SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION
REPRESENTING THE GENERAL EMPLOYEE ASSOCIATION OF REDLANDS (GEAR)
WATER DISTRIBUTION CLASSIFICATION & COMPENSATION CHANGE**

July 1, 2009 - June 30, 2012

On September 15, 2010, the Representatives of the City and GEAR agreed to the following provisions:

1. The following job classifications and salary ranges shall be established:

Water Distribution Operator - Range 35; \$3,190 to \$3,878 per month

Water Distribution Senior Operator - Range 42; \$3,420 to \$4,157 per month

Water Distribution Crew Leader - Range 55; \$3,893 to \$4,732 per month

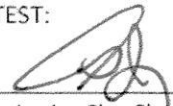
2. The job descriptions for the above classifications have been tentatively agreed to; the final job descriptions will be distributed to GEAR representatives and affected employees.
3. Employees who obtain State required Water Distribution Certificates above and beyond the minimum requirements for the classification the employee holds, set forth in their respective job descriptions shall be eligible for an additional three percent (3%) of base salary for each additional certificate.
4. The new salary ranges and certificate pay for affected employees is set forth in Exhibit 1 and incorporated herein by reference.¹ Such ranges will take effect retroactive to December 14, 2009.
5. Checks for retroactive payments shall be separate from affected employees' regular paycheck.

CITY OF REDLANDS

x 
PAT GILBREATH, MAYOR

ADOPTED, SIGNED AND APPROVED
THIS 16th DAY OF November 2010

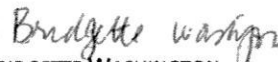
ATTEST:

x 
Sam Irwin, City Clerk

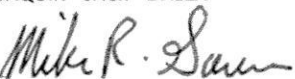
SBPEA

REPRESENTING THE

GENERAL EMPLOYEES ASSOCIATION OF REDLANDS

x  10/28/10
BRIDGETTE WASHINGTON DATE
SBPEA REPRESENTATIVE

x 
JOAQUIN "JACK" BAEZA DATE 11/1/10

x 
MICHAEL R. GARCIA DATE 11/1/10

¹ Mario Saucedo shall be "grandfathered" into the job classification of Water Distribution Crew Leader with his existing T1 certificate.

unit apartment complex located at 221 New York Street. The Notice documents, as a matter of public record, the termination and release of the provisions of the Agreement which expired on or about August 2, 1997.

Arbor Day - On motion of Mayor Pro Tem Bean, seconded by Councilmember Gallagher, the City Council unanimously approved a proclamation recognizing the celebration of National Arbor Day in the City of Redlands on April 30, 2010.

Fee Protest - On motion of Mayor Pro Tem Bean, seconded by Councilmember Gallagher, the City Council unanimously approved a letter for the mayor's signature to members of the California State Legislature in protest of a new fee to be imposed on operators of landfills within the State.

Lease Agreement - On motion of Mayor Pro Tem Bean, seconded by Councilmember Gallagher, the City Council unanimously approved a lease agreement between the City of Redlands and Primero Management, Inc. to provide 560 square feet of office space in the Orange Street Shopping Plaza for one dollar a year to serve as a substation for the Redlands Police Department Downtown Business Liaison Unit.

Communications Center Software Agreement - On motion of Mayor Pro Tem Bean, seconded by Councilmember Gallagher, the City Council unanimously approved an agreement between the City of Redlands and CDW-G for a vSphere 4 Advanced of Enterprise with P2V Migrations Jumpstart. The agreement will provide a software solution to convert physical servers to virtual servers to better manage the volumes of data utilized by the Police Department Communications Center.

Municipal Utilities and Engineering Reorganization - On motion of Mayor Pro Tem Bean, seconded by Councilmember Gallagher, the City Council unanimously approved a Side Letter with the General Employees Association of Redlands (GEAR) for the reorganization of the Water Distribution Division of the Municipal Utilities and Engineering Department. The Side Letter allows consolidation of the Water Distribution Division classification structure to three classifications, lowers the base salary for employees occupying these classifications, and provides incentive pay for those employees choosing to acquire additional certifications above the minimum qualifications for their classification.

COMMUNICATIONS:

FY 2010-2011 Budget - Paula Cone, of HdL, provided an update on the City of Redlands property taxes for FY 2010-2011. The presentation examined home sales and foreclosures data trends to forecast tax revenues for the near future. The conclusions drawn are that property tax receipts will be lower in FY 2010-