

**EXTENSION AGREEMENT
TO THE
MEMORANDUM OF UNDERSTANDING**

Between

THE CITY OF REDLANDS

And

REDLANDS ASSOCIATION OF FIRE MANAGEMENT EMPLOYEES

January 19, 2010 – June 30, 2012

The City of Redlands, hereby referred to as "City", and the Redlands Association of Fire Management Employees, hereby referred to as "Association", execute this Letter of Agreement on the 19th day of January, 2010 regarding the extension of the existing Memorandum of Understanding by and between the City and Association which is in effect until June 30, 2010. The City and Association agree, except as modified herein, that all terms of the Memorandum of Understanding shall be extended from June 30, 2010 to June 30, 2012.

1. Article 1 - Term:

The provisions of Article 1 are amended to read as follows:

The term of this Letter of Agreement shall be from December 27, 2009 through June 30, 2012.

2. Article 4 – Salaries

The provisions of Article 4 are amended as follows:

- Effective December 27, 2009 all unit members (shift and non-shift) shall have deducted from their salary the equivalent of 66 furlough hours, spread over each pay period at the rate of 5.07 hours per pay period, over 13 pay periods.
- July 1, 2010 thru June 30, 2011 unit members (shift and non-shift) shall have deducted from their salary the equivalent of 66 furlough hours spread over each pay period, at the rate of 2.53 hours per pay period, over 26 pay periods.
- July 1, 2011 thru June 30, 2012 unit members (shift and non-shift) shall have deducted from their salary the equivalent of 66 furlough hours spread over each pay period, at the rate of 2.53 hours per pay period, over 26 pay periods.

The FLSA premium rate shall be calculated by including the deduction in base pay as set forth above.

3. Article 16 – Holidays

The provisions of Article 16 are amended as follows:

- Effective January 1, 2010, two (2) twelve (12) hour floating holidays due each unit member on a 56 hour work week, shall be waived and the savings applied by the City toward any increase in health insurance cost for 2010.
- Effective January 1, 2011, two (2) twelve (12) hour floating holidays due each unit member on a 56 hour work week, shall be waived and the savings applied by the City toward any increase in health insurance cost for 2011.
- Effective January 1, 2012, two (2) twelve (12) hour floating holidays due each unit member on a 56 hour work week, shall be waived and the savings applied by the City toward any increase in health insurance cost for 2012.

- The above amendment to the provisions of Article 16 shall apply only to 56 hour per week fire suppression line employees.

This letter of agreement shall become effective upon ratification by members of the Association and the City Council. The Association acknowledges that the next City Council meeting is scheduled for January 19, 2010.



Jim Topoleski, President
Redlands Association of
Fire Management Employees

22 DECEMBER 2009
Date



Pat Gilbreath, Mayor
City of Redlands

ATTEST:



Sam Irwin, City Clerk

REQUEST FOR COUNCIL ACTION

SUBJECT: **APPROVAL OF EXTENSION AGREEMENTS TO THE EXISTING MEMORANDA OF UNDERSTANDING (MOU) BETWEEN THE REDLANDS ASSOCIATION OF FIRE MANAGEMENT EMPLOYEES (RAFME), REDLANDS POLICE OFFICERS ASSOCIATION (RPOA), AND THE REDLANDS PROFESSIONAL FIREFIGHTERS ASSOCIATION (RPFA), AND THE CITY OF REDLANDS**

MOTIONS: I move to approve the Side Letters to the Memoranda of Understanding (MOU) between the City of Redlands and the Association of Fire Management Employees (RAFME), Redlands Police Officers Association (RPOA), and the Redlands Professional Firefighters Association (RPFA) regarding the Furlough Program, and authorize the Mayor to execute the Side Letters.

DISCUSSION:

The City and three employee units have met to negotiate successor agreements to their current MOUs. The parties reached agreement to extend the terms of the current Memoranda of Understanding. These extension agreements have been ratified by the membership of the applicable units. Memoranda of Understanding or Extension Agreements have been prepared and are attached for the City Council's consideration. The conditions stipulated in the extensions agreement include:

ARTICLE	UNIT	DESCRIPTION
TERM	RAFME	December 22, 2009 to June 30, 2012
	RPOA	December 27, 2009 to June 30, 2012
	RPFA	December 27, 2009 to June 30, 2012
SALARY	RAFME	Furloughs or equivalent savings of 90 hours per employee for all years during the term of the agreement.
	RPOA	Furloughs or equivalent savings of 65 hours per employee for FY 09/10 and 80 hours per employee, per year for each subsequent year during the term of the agreement.
	RPFA	Furloughs or equivalent savings of 90 hours per employee for all years during the term of the agreement.
OTHER	RPOA	Agree to explore medical benefit carriers/plans

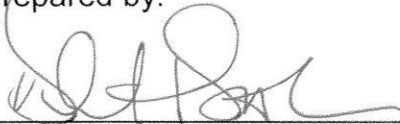
No across the board salary increases for the term of the agreements will occur.

These agreements show continued support of the City's financial situation and the employees' contribution thereto.

FISCAL IMPACT:

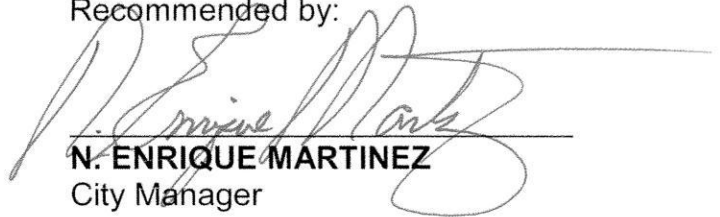
The fiscal impact of the changes will be a savings to the General Fund of approximately \$1,677,580 through June 30, 2012. However, exact savings for future personnel costs will be determined on a yearly basis.

Prepared by:



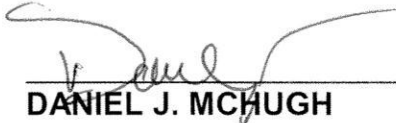
DEBBIE SCOTT-LEISTRA
Human Resources Director

Recommended by:



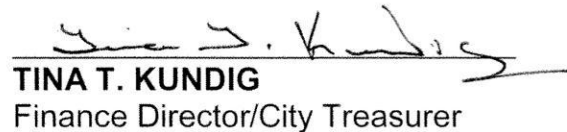
N. ENRIQUE MARTINEZ
City Manager

Reviewed by:



DANIEL J. MCHUGH
City Attorney

Reviewed by:



TINA T. KUNDIG
Finance Director/City Treasurer

CLOSED SESSION

The City Council meeting recessed at 5:43 P.M. to a closed session to discuss the following:

1. **Conference with labor negotiator - Government Code § 54957.6**
Agency Negotiator: Steve Filarsky
Employee Organizations: Redlands Association of Management Employees; Redlands Association of Mid-Management Employees; General Employees Association of Redlands (SBPEA); Redlands Civilian Safety Employees Association (SBPEA); Redlands Police Officers Association; Redlands Professional Firefighters Association; Redlands Association of Safety Management Employees; and Redlands Association of Fire Management Employees
2. **Conference with legal counsel: Existing Litigation - Government Code §54956.9(a) – Two cases**
 - a. **City of Redlands v. Shell Chemical Company, et al., San Bernardino Superior Court Case No. SCVSS 120627**
 - b. **The Redlands Association v. City of Redlands, et al., San Bernardino Superior Court Case No. CIVDS 901208**
3. **Conference with legal counsel: Anticipated Litigation - Government Code §54956.9(b) – Two cases**
 - a. **Facts and circumstances: Workers' Compensation Claim of Clint Ketcherside**
 - b. **Facts and circumstances: Workers' Compensation Claim of Charles Kraft**

SUBSEQUENT NEW BUSINESS

Extension of Memoranda of Understanding - On motion of Mayor Pro Tem Bean, seconded by Councilmember Gallagher, the City Council unanimously agreed to approve the Side Letters to the Memoranda of Understanding between the City of Redlands and the Association of Fire Management Employees, Redlands Police Officers Association, and the Redlands Professional Firefighters Association regarding the Furlough Program and authorize the Mayor to execute the Side Letters.

City Council Pay Reduction - On motion of Mayor Pro Tem Bean, seconded by Councilmember Gallagher, the City Council unanimously agreed to voluntarily donate one paycheck during the 2009-2010 fiscal year to city budget reduction efforts with the donation to be made with the second paycheck in March.

ADJOURNMENT

There being no further action required, the City Council meeting adjourned at 6:53PM. The City Council will meet at their next regularly scheduled meeting on February 2, 2010.