

AMENDMENT NO. 3 TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF REDLANDS AND THE
REDLANDS ASSOCIATION OF FIRE MANAGEMENT EMPLOYEES

This Amendment No. 3 to the Memorandum of Understanding dated June 21, 2005 by and between the City of Redlands ("City") and the Redlands Association of Fire Management Employees ("RAFME") is made and entered into this 16th day of December, 2008.

RECITALS

WHEREAS, the City and RAFME have met and conferred in good faith, in accordance with law, regarding an amendment to the existing Memorandum of Understanding dated June 21, 2005, between the City and RAFME with respect to the position and compensation of the Fire Chief; and

WHEREAS, by letter to the City dated November 22, 2008, RAFME confirmed its approval for the modification of its existing membership and the development of a compensation and benefits profile for the Fire Chief;

NOW, THEREFORE, the City and RAFME agree as follows:

AGREEMENT

Section 1. Article 2, entitled "Recognition" of the Memorandum of Understanding between the City and RAFME, dated June 21, 2005, is hereby amended to read as follows:

"ARTICLE 2 – RECOGNITION

The Association is the recognized employee organization for the personnel employed in the Fire Department occupying the classification of Fire Battalion Chief."

Section 2. The paragraph relating to "Year 5" in Article 4, entitled "Salaries," of the Memorandum of Understanding between the City and RAFME, dated June 21, 2005, is hereby amended to read as follows:

"ARTICLE 4 - SALARIES

.....
.....
.....
YEAR 5: By April 1, 2009, the City shall conduct a classification compensation survey, using existing survey cities, to determine comparable salaries for fire management employees. Effective the first full pay period following July 1, 2009, the City shall implement the classification compensation survey by adjusting salaries to ensure they are equal to the median salary range of the survey, and shall not be benchmarked off of the Captain's salary range. The salary range for unit classifications shall be set to the closest range that ensures a minimum salary differential between unit classifications as follows:

Between Captain and Battalion Chief	15%
Between Battalion Chief and Fire Chief	34%"

Section 3. Article 15, entitled "Shift Differential Pay for Fire Members," of the Memorandum of Understanding between the City and RAFME, dated June 21, 2005, is hereby amended to read as follows:

"ARTICLE 15 – SHIFT DIFFERENTIAL PAY FOR FIRE MEMBERS

The Fire Battalion Chiefs who are assigned to a forty (40) hour work week (or 9/80 schedule) shall be compensated at seven and one-half percent (7.5%) times the base hourly rate for shift differential pay. This benefit does not apply to Fire Battalion Chiefs who are assigned to the twenty-four (24) hour shift work schedule."

Section 4. Article 25, entitled "Compensatory Time Off and Overtime," of the Memorandum of Understanding between the City and RAFME, dated June 21, 2005, is hereby amended to read as follows:

"ARTICLE 25 – COMPENSATORY TIME OFF AND OVERTIME

Forty (40) hour Fire Battalion Chiefs are exempt from the requirements of the FLSA and therefore ineligible to accrue compensatory time off or earn overtime pay at 1-1/2 times their hourly rate. Fire Battalion Chiefs shall earn overtime at time and one-half for those hours worked in excess of fifty-three (53) in one week. Fire Classifications eligible to receive Compensatory Time shall have a maximum accrual of two hundred forty (240) hours.

Association members ineligible to receive overtime compensation may receive overtime pay at time and one half of salary in certain situations ONLY if the hours are reimbursed by a third party, such as reimbursable mutual aid calls or billable contracts."

Section 5. Article 34, entitled "Severance," of the Memorandum of Understanding between the City and RAFME, dated June 21, 2005, is hereby deleted in its entirety.

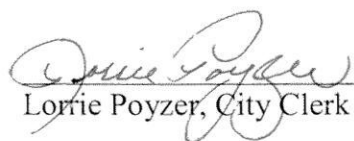
IN WITNESS WHEREOF, the City and RAFME have executed this Amendment to be effective as set forth herein.

CITY OF REDLANDS


Jon Harrison, Mayor

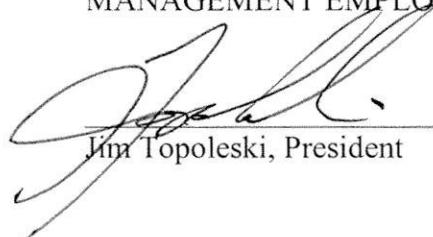
Date: 12/16/08

ATTEST:


Lorrie Poyzer, City Clerk

Date: 12/16/08

REDLANDS ASSOCIATION OF FIRE
MANAGEMENT EMPLOYEES


Jim Topoleski, President

Date: 12.03.08

NEW BUSINESS

Modification of Employee Memberships - Human Resources Director Scott-Leistra reported the City has been involved with negotiations with three of its employee bargaining units relating to changes in their respective membership structures and the development of a compensation and benefits profile for Department Directors and the Police and Fire Chiefs. Councilmember Gilbreath moved to approve the modification of the memberships of the Redlands Association of Management Employees, Redlands Association of Safety Management Employees and Redlands Association of Fire Management Employees bargaining units and authorized the Mayor to execute, and the City Clerk to attest to, the document on behalf of the City. Motion seconded by Councilmember Gallagher and carried unanimously.

Resolution No. 6795 - Directors Profile - Councilmember Gilbreath moved to adopt Resolution No. 6795, a resolution of the City Council of the City of Redlands establishing a compensation and benefits profile for City Department Directors. Motion seconded by Councilmember Gallagher and carried unanimously.

Resolution No. 6787 - Salary - Councilmember Gilbreath moved to adopt Resolution No. 6787, a resolution of the City Council of the City of Redlands adopting a salary schedule and compensation plan for City employees and rescinding Resolution No. 6771. Motion seconded by Councilmember Gallagher and carried unanimously.

Employee MOUs - Amendments - Human Resources Director Scott-Leistra reviewed the proposed furlough program to be implemented in the near future. City Manager Martinez informed Councilmembers that these furloughs would be imposed on everyone -- from the City Manager on down. City Clerk Poyzer, as an elected official, said she too would participate in the furlough program. City Attorney McHugh also said he would participate in the program. Councilmember Gilbreath moved to approve the "Side Letters" (amendments) to the Memoranda of Understanding between the City of Redlands and the Redlands Association of Management Employees (RAME), the Redlands Association of Mid-Management Employees (RAMME), the Redlands Civilian Safety Employees Association (RCSEA), and the General Employees Association of Redlands (GEAR) regarding the furlough program and authorized the Mayor to execute, and the City Clerk to attest to, the document on behalf of the City. Motion seconded by Councilmember Gallagher and carried unanimously.