

AMENDMENT NO. 4 TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN CITY OF REDLANDS AND THE REDLANDS ASSOCIATION
OF MANAGEMENT EMPLOYEES

This Amendment No. 4 to the Memorandum of Understanding dated October 4, 2004 by and between the City of Redlands ("City") and Redlands Association of Management Employees ("RAME") is made and entered into this 16th day of December, 2008.

RECITALS

WHEREAS, the City and RAME have met and conferred in good faith, in accordance with law, regarding an amendment to the existing Memorandum of Understanding between the City of Redlands and RAME; and

WHEREAS, by letter to the City dated June 6, 2008, RAME confirmed its approval for the modification of its existing membership structure and the development of a compensation and benefit profile for Department Directors presently within RAME; and

WHEREAS, it is the desire of the City and RAME to amend Article 2 (Preamble) and Article 13 (Vehicle Allowances) and delete Article 25 (Severance) of their existing Memorandum of Understanding dated October 4, 2004;

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

AGREEMENT

Section 1. Article 2 of the Memorandum of Understanding entitled "Preamble" is hereby amended to read as follows:

"ARTICLE 2 PREAMBLE

It is the intent and purpose of this M.O.U. to set forth the understanding of the parties reached as a result of meeting and conferring in good faith regarding, but not limited to, matters relating to the wages, hours, and terms and conditions of employment between the City of Redlands (hereinafter referred to as "City") and the Redlands Association of Management Employees (hereinafter referred to as "Association"). An Association employee is defined as an employee of the City and assigned to the Association unit by the City Manager in accordance with City policies and procedures, and as identified in the City's "Salary Resolution" as approved by the Redlands City Council."

Section 2. Article 13 of the Memorandum of Understanding entitled "Vehicle Allowances" is hereby amended to read as follows:

"ARTICLE 13 VEHICLE ALLOWANCES

The City agrees to provide vehicles and/or allowances:

Water Resources Manager City Vehicle Provided."

Section 3. Article 25 of the Memorandum of Understanding entitled "Severance" is hereby deleted in its entirety.

Section 4. Except as modified herein, all of the provisions of the Memorandum of Understanding between the City of Redlands and RAME, dated October 4, 2004, shall remain in full force and effect.

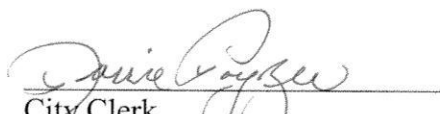
In witness whereof, the City and RAME have executed this amendment, to be effective as set forth herein.

CITY OF REDLANDS



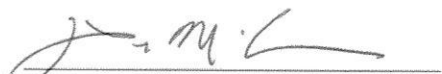
Mayor Jon Harrison

ATTEST:



City Clerk

REDLANDS ASSOCIATION OF
MANAGEMENT EMPLOYEES



Don McCue, President

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.**