

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

This Amendment No. 3 to the Memorandum of Understanding dated October 4, 2004 by and between City of Redlands ("City") and Redlands Association of Management Employees ("RAME") is made and entered into this 19th day of June, 2007.

RECITALS

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

Whereas, it is the desire of City and RAME to amend Article 15 (Floating Holidays) of their existing Memorandum of Understanding dated October 4, 2004;

Now, therefore, in consideration of the mutual promises contained herein, and for such other good and valuable consideration, the receipt of which is hereby acknowledged, the City and RAME agree as follows:

Section 1. Article 15 of the Memorandum of Understanding between the City and RAME, dated October 4, 2004, is hereby amended and shall read as follows:

"ARTICLE 15 FLOATING HOLIDAYS

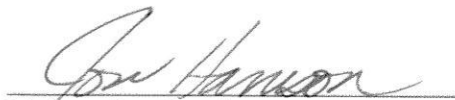
All Management Unit employees shall receive two (2) floating holidays annually. Floating holidays accrued but not taken are paid off during January of the year following the year in which the holidays were accrued, except for those holidays accrued during the calendar year 2007 which shall not be paid off."

Section 2. 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 Parties have executed this agreement, to be effective as set forth herein.

CITY OF REDLANDS

ATTEST':

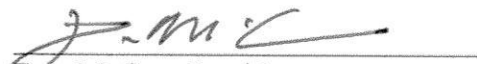


Mayor, Jon Harrison



City Clerk

REDLANDS ASSOCIATION OF MANAGEMENT EMPLOYEES



Don McCue, President

Contract - Annual Street Report - On motion of Councilmember Gallagher, seconded by Councilmember Gil, the City Council approved, by AYE votes of all present, a contract with the Office of the State Controller to prepare the City's Annual Street Report for fiscal year ended June 30, 2007, and authorized the Mayor to execute, and the City Clerk to attest to, the document on behalf of the City.

MOU - RAMME - On motion of Councilmember Gallagher, seconded by Councilmember Gil, the City Council approved, by AYE votes of all present, Amendment No. 1 to the Memorandum of Understanding with the Redlands Association of Mid-Management Employees agreeing to forgo any pay for floating holidays that are accrued, but unused, during the 2007 calendar year in an attempt to assist the City in meeting its financial challenge.

MOU - Redlands Association of Management Employees - On motion of Councilmember Gallagher, seconded by Councilmember Gil, the City Council approved, by AYE votes of all present, Amendment No. 2 to the Memorandum of Understanding with the Redlands Association of Management Employees agreeing to forgo any pay for floating holidays that are accrued, but unused, during the 2007 calendar year in an attempt to assist the City in meeting its financial challenge.

Planning Commission Actions - On motion of Councilmember Gallagher, seconded by Councilmember Gil, the report of the Planning Commission meeting held on June 12, 2007, was acknowledged as received.

Notice of Environmental Actions - On motion of Councilmember Gallagher, seconded by Councilmember Gil, a report on notices of pending environmental actions and pending projects received from surrounding jurisdictions was acknowledged as received.

Time Extension - Ron Simus, Applicant - On motion of Councilmember Gallagher, seconded by Councilmember Gil, the City Council approved, by AYE votes of all present, a time extension and waiver and release of claims relating to the California Environmental Quality Act on Zone Change No. 427, Annexation No. 88, Street Vacation No. 140 and Commission Review and Approval No. 837 to develop 6.68 acres with a mini-storage facility located on the northeast corner of Wabash Avenue and Nice Avenue.

Final Approval - Tract No. 17622 - On motion of Councilmember Gallagher, seconded by Councilmember Gil, the City Council granted, by AYE votes of all present, final approval for Tract No. 17622, the subdivision of 5.69 acres into 12 residential lots and two common area lots for property located at the northwestern corner of Wabash Avenue and Los Altos Drive (Gardner Construction and Development, Applicant).