

AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF REDLANDS AND REDLANDS ASSOCIATION
OF MID-MANAGEMENT EMPLOYEES

This Amendment No. 1 to the Memorandum of Understanding dated October 5, 2004 by and between City of Redlands ("City") and Redlands Association of Mid-Management Employees ("RAMME") is made and entered into this 19th day of June, 2007.

RECITALS

Whereas, the City and RAMME 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 Redlands Association of Mid-Management Employees; and

Whereas, it is the desire of City and RAMME to amend Article 20 (Holidays) of their existing Memorandum of Understanding dated October 5, 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 RAMME agree as follows:

Section 1. Article 20 of the Memorandum of Understanding between the City and RAMME, dated October 5, 2004, is hereby amended and shall read as follows:

"ARTICLE 20 HOLIDAYS

Those holidays which shall be honored for Unit employees include:

- New Year's Day (January 1)
- Martin Luther King Day (Third Monday in January)
- President's Day (Third Monday in February)
- Memorial Day (Last Monday in May)
- Independence Day (July 4)
- Labor Day (First Monday in September)
- Columbus Day (Second Monday in October)
- Veterans' Day (November 11)
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Day (December 25)
- Two (2) Floating Holidays*

*Unit employees hired after June 30 of the calendar year shall be credited with only one floating holiday that year.

When a holiday falls on a Saturday, Friday shall be designated as the holiday. When the holiday falls on a Sunday, Monday shall be designated as the holiday. Christmas Eve Day shall be observed as a holiday when Christmas Day falls on Tuesday, Wednesday, Thursday or Friday.

Unit employees shall not be allowed to carry holidays over from one calendar year to the next. Floating holidays accrued but not taken by December 31 of each calendar year shall be paid off in January of the year following the year in which the holidays were accrued, except for those floating holidays accrued during the calendar year 2007 which shall not be paid off. If a holiday falls on a Unit employee's regular day off, they will receive holiday compensation at the rate of their standard work schedule or will be entitled to take another day off during the pay period with mutual consent of the Unit employee and department head."

Section 2. Except as modified herein, all the provisions of the Memorandum of Understanding between the City of Redlands and Redlands Association of Mid-Management Employees, dated October 5, 2004, shall remain in full force and effect.

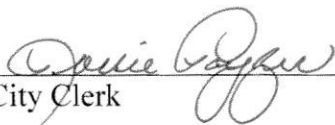
In witness whereof, the Parties have executed this agreement, to be effective as set forth herein.

CITY OF REDLANDS



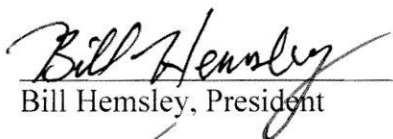
Mayor Jon Harrison

ATTEST:

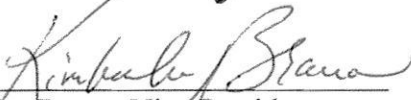


City Clerk

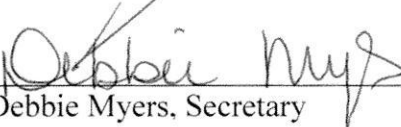
REDLANDS ASSOCIATION OF
MID-MANAGEMENT EMPLOYEES



Bill Hemsley, President



Kim Braun, Vice President



Debbie Myers, Secretary

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