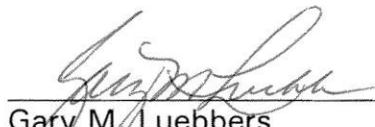


**SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF REDLANDS AND THE
REDLANDS ASSOCIATION OF SAFETY MANAGEMENT EMPLOYEES**

After meeting and conferring in good faith, authorized representatives of the City of Redlands and the Redlands Association of Safety Management Employees (RASME) hereby agree to the following:

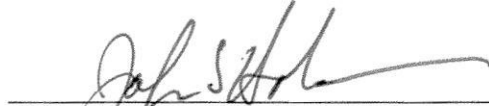
Effective 7/17/95, the Battalion Chiefs who are assigned to a 40 hour workweek (or 9/80 schedule) shall be compensated at seven and one half percent (7.5%) times the base hourly rate for Shift Differential Pay (formerly entitled Standby Pay). This benefit does not apply to Battalion Chiefs who are assigned to the 24 hour shift work schedule.



Gary M. Luebbers
City Manager

12-14-99

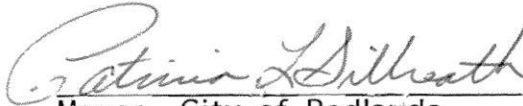
Date



John Habant, President
RASME

12-14-99

Date




Patricia L. Dilworth
Mayor, City of Redlands

12-16-99

Date

ATTEST:



Julie Payne
City Clerk, City of Redlands

Housing and Urban Development and the City of Redlands in consideration of the HUD grant for the rehabilitation of Fire Station No. 1.

Salary - City Clerk - On motion of Councilmember Freedman, seconded by Councilmember George, the City Council unanimously approved a salary increase of six percent beginning in the first pay period in January 2000 for the City Clerk.

Salary - City Treasurer - On motion of Councilmember Freedman, seconded by Councilmember George, the City Council unanimously approved a salary increase of six percent beginning in the first pay period in January 2000 for the City Treasurer.

✓ RASME - Side Letter of Agreement - On motion of Councilmember Freedman, seconded by Councilmember George, the City Council unanimously approved a side letter of agreement between the City of Redlands and the Redlands Association of Safety Management Employees (RASME). This will eliminate a disparity of benefits among Fire Battalion Chiefs assigned to a 40-hour work week.

UNFINISHED BUSINESS

Council Liaison Assignments - Councilmember George suggested the addition of a Transportation Committee which would meet with the "Allies." Public Works Director Mutter suggested incorporating that function into the Public Works Commission. Councilmember George offered to serve on this committee. By consensus, the Councilmembers accepted the assignments of their duties with the understanding they would rotate the in-house assignments every six months and then serve as alternate with the exception of the DRBA and I-10 Beautification Committee.

San Timoteo Creek Flood Control Project - The City's EIR comment letter regarding the San Timoteo Creek Flood Control Project was submitted by the December 15, 1999, deadline; therefore, no further discussion was necessary at this time.

NEW BUSINESS

Planning Commission Powers - A letter dated December 6, 1999, was received from Planning Commissioners Jon Harrison, Paul Thompson, and George Webber urging the City Council to re-store the powers to the Planning Commission which were amended by the adoption of Zoning Ordinance Text Amendment No. 259 on March 17, 1999. Commissioners Harrison and Webber addressed the City Council. Councilmember Haws moved to direct staff, with the assistance of Commissioners Harrison and Webber, to review the current ordinance and come back with a report as to how their role and responsibilities can be increased in accordance with Measure U. Thanking the Planning