

CITY OF REDLANDS
REDLANDS ASSOCIATION OF SAFETY MANAGEMENT EMPLOYEES
TENTATIVE AGREEMENT

8/25/97 - 8/31/00

Pending ratification by the general membership of the Redlands Association of Safety Management Employees and approval by the City of Redlands City Council, the following items will be incorporated as negotiated into the benefit package currently enjoyed by the members of the Redlands Association of Safety Management Employees.

PROPOSED CHANGES IN BENEFITS FOR POLICE MEMBERS OF RASME

1. SALARIES

The City of Redlands will provide all employees in the unit with a two and one half percent (2.5%) cost of living adjustment, effective 8/25/97.

An additional cost of living adjustment in the amount of two and one half percent (2.5%) will be granted, effective with the first payperiod in September, 1998.

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2. P.O.S.T. CERTIFICATION PAY

In addition to certificate pay currently being paid for an Advance POST Certificate (12.5%), police members of the unit will be eligible for P.O.S.T. certificate pay in the following amounts:

POST Supervisory Certificate Pay (Applicable only to Police Lieutenants)	9% of base salary
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POST Management Certificate Pay (Applicable only to Police Captains)	8.5% of base salary
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PROPOSED CHANGES IN BENEFITS FOR FIRE MEMBERS OF RASME

1. SALARIES

The City of Redlands will provide all employees in the unit with a two and one half percent (2.5%) cost of living adjustment, effective 8/25/97.

An additional cost of living adjustment in the amount of two and one half percent (2.5%) will be granted, effective with the first payperiod in September, 1998.

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2. INCREASE IN EDUCATION INCENTIVE

The City agrees to increase the educational incentive for the Fire members of RASME by an additional five percent (5%) over what they currently receive.

3. HOLIDAY PAY FOR FIRE MEMBERS ON 40 HOUR WEEK

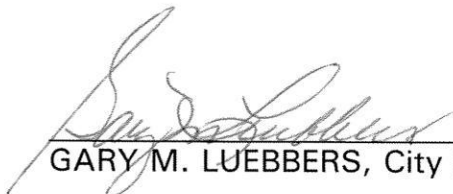
The City agrees that for 40 hour per week Fire members of RASME (the Fire Division Chief, Communications Coordinator and the Disaster Preparedness Battalion Chief), holiday pay shall be paid in a lump sum payment at the end of the year in the same manner as paid currently to the Police members of RASME.

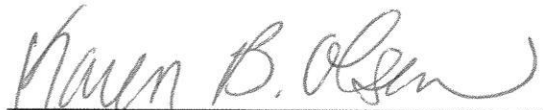
REDLANDS ASSOCIATION OF SAFETY MANAGEMENT EMPLOYEES


JOHN L. HABANT, Fire Division Chief
President, RASME

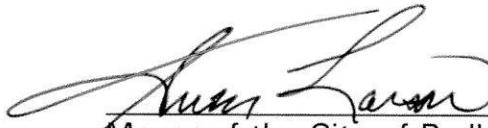

CLETO HYMAN, Police Captain
Vice President, RASME

CITY OF REDLANDS

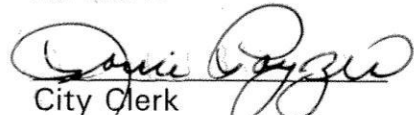

GARY M. LUEBBERS, City Manager


KAREN B. OLSEN, Personnel Manager

This agreement was approved by the City Council on the 16th day of September, 1997.


Mayor of the City of Redlands

ATTEST:


City Clerk

with 7,200 square foot minimum lot sizes. The project is located in the Mentone area on the northwest corner of Agate Avenue and Nice Avenue, 3/4 of a mile east of the city limits along Wabash Avenue. The property on the south side of Nice Avenue has been proposed by the Redlands Unified School District to be annexed to the City of Redlands along with the new Redlands East Valley School District which would make the project described in this application contiguous to a City of Redlands city limit line and consequently subject to annexation. Noting the set backs and size of lots are not in conformance with the Redlands' General Plan, Councilmember Cunningham moved to find that Tentative Tract No. 13768 is not consistent with the Redlands' zoning standards, directed staff not to prepare a pre-annexation agreement with the development, and to determine that the public health, safety, and welfare and the best interests of the citizens of Redlands are not served by the City's continued processing of this application. Motion seconded by Councilmember Larson and carried unanimously.

NEW BUSINESS

Fee Waiver - YWCA - On behalf of the Board of Directors of the YWCA, Executive Director Nancy Arias requested the City Council to consider a waiver of the \$360.00 application fee for a minor exception permit from the Fence Committee to replace the existing four-foot fence with a six-foot chain link fence along Cajon Street for their child care program's playground. It was announced that the Redlands Police Officers Association will donate the funding for the fence installation. Councilmember Larson moved to approve this request for waiver of the application fee. Motion seconded by Councilmember Cunningham and approved unanimously.

✓ Memorandum of Understanding - Safety Management Employees - City Manager Luebbers presented the Memorandum of Understanding for Safety Management Employees which was discussed during the closed session earlier today. Councilmember Larson moved to approve the agreement with the Redlands Association of Safety Management Employees. Motion seconded by Councilmember Gil and carried unanimously.

Due to a possible conflict of interest, Mayor Larson left the City Council Chambers; Mayor Pro Tem Gilbreath conducted the remainder of the meeting.

Eureka Street Widening Project - The Public Works Department has been in the process of designing a proposed project for the widening of Eureka Street. The proposed project will require the acquisition of certain properties from private owners fronting on Eureka Street. Accordingly, offer letters have been sent out to persons owning property along Eureka Street and several