
**EXTENSION AGREEMENT
TO THE
MEMORANDUM OF UNDERSTANDING BETWEEN
CITY OF REDLANDS AND REDLANDS ASSOCIATION of SAFETY MANAGEMENT
EMPLOYEES**

FEBRUARY 16, 2010 – JUNE 30, 2012

The City of Redlands, hereby referred to as "City", and the Redlands Association of Safety Management Employees, hereby referred to as "Association", execute this Letter of Agreement on the 16th day of February, 2010 regarding the extension of the existing Memorandum of Understanding by and between the City and Association which is in effect until June 30, 2010. The City and Association agree, except as modified herein, that all terms of the Memorandum of Understanding shall be extended from June 30, 2010 to June 30, 2012.

1. Article 1 - Term:

The provisions of Article 1 are amended to read as follows:

The term of this Letter of Agreement shall be from February 16, 2010 through June 30, 2012.

2. Article 4 – Salaries

The provisions of Article 4 are amended as follows:

- Effective July 1, 2009 through June 30, 2010, any unit member promoted within the unit shall have his/her new promotional salary postponed until the end of FY 09/10. At the end of six (6) months or FY 09/10, which ever comes first, the employee shall be placed at his/her new promotional salary range and step (there shall be no retroactivity with respect to salary). The employee's salary anniversary date for purposes of future step increases shall be his/her original promotion date.
 - During the term of this MOU there shall be no across-the-board salary increases.
 - Effective July 1, 2009 all unit members shall contribute 80 hours of Furlough time for the Fiscal Year 09/10.
 - The furlough hours shall be processed/taken in accordance with the following:
 - **Option 1:** Unit members may "give back" a portion of the holiday payout check, toward their Furlough Program balance.
 - **Option 2:** Unit members may "give back" unused floating holidays to be credited toward their Furlough Program balance.
 - **Option 3:** Following payment/contributions of required furlough hours, the unit member will be allowed to take furlough time off at the sole discretion of the Police Chief with the following conditions:
 - Furlough time will only be allowed if request is made and approval is given prior to the time off.
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- No overtime will be used to backfill the time taken off.
 - If not used within (24) twenty-four months following the end of this agreement including any extension that is exercised, the balance of hours will be forfeited.
 - No cash out value is associated with these hours.
- **Option 4:** Unit members may pay the equivalent of the required furloughs in a lump sum at the amount including EPMC as determined by the Finance Director.
- During fiscal year 2010/2011 all employees shall provide the equivalent of eighty (80) hours of furlough time. During the period of March 1, 2010 to April 30, 2010 the parties shall meet and confer on the "value" of the eighty (80) hours and the manner in which the eighty (80) hours will be provided (for instance the Association may agree, at its option, to forfeit all, or a portion of, the floating holiday time set forth in Article 13). Absent mutual agreement by the parties on the manner in which the equivalent of eighty (80) hours by each employee will be provided, the parties will "default" to eighty (80) hours of furlough time.
 - During fiscal year 2011/2012 all employees shall provide the equivalent of eighty (80) hours of furlough time. During the period of March 1, 2011 to April 30, 2011 the parties shall meet and confer on the "value" of the eighty (80) hours and the manner in which the eighty (80) hours will be provided (for instance the Association may agree, at its option to forfeit all or a portion of the floating holiday time set forth in Article 13). Absent mutual agreement by the parties on the manner in which the equivalent of eighty (80) hours by each employee will be provided, the parties will "default" to eighty (80) hours of furlough time.
 - During fiscal year 2012/2013 either the RASME or the City may extend the MOU for the fiscal year. The decision to extend the MOU must be made no later than April 1, 2012. Once an option to extend is exercised it may not be revoked at a later date. The failure by either party to extend the MOU will result in the MOU expiring June 30, 2012. In the event the MOU is extended all employees shall provide the equivalent of eighty (80) hours of furlough time. During the period of April 1, 2012 to April 30, 2012 the parties shall meet and confer on the "value" of the eighty (80) hours and the manner in which the eighty (80) hours will be provided (for instance the Association may agree, at its option, to forfeit all, or a portion of, the floating holiday time set forth in Article 13). Absent mutual agreement by the parties on the manner in which the equivalent of eighty (80) hours by each employee will be provided, the parties will "default" to eighty (80) hours of furlough time.
 - During fiscal year 2013/2014 the RASME may extend the MOU for the fiscal year. The decision to extend the MOU must be made no later than April 1, 2013. Once an option to extend is exercised it may not be revoked at a later date. The failure to extend the MOU will result in the MOU expiring June 30, 2013. In the event the MOU is extended all employees shall provide the equivalent of eighty (80) hours of furlough time. During the period of April 1, 2013 to April 30, 2013 the parties shall meet and confer on the "value" of the eighty (80) hours and the manner in which the eighty (80) hours will be provided

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- The Association agrees that any extension, or lack of extension, shall parallel that of the RPOA.

3. Article 6 - Health Insurance

- The Association and the City will meet and confer on replacing the current Health Net insurance plan with a comparable plan. The parties agree to "shop" the insurance plan with higher deductibles and/or co-pays.
- The City will contribute the monthly premium for employers and their eligible dependents under the successor insurance plan. The City agrees to reimburse members for all deductibles and co-payments, including prescriptions, for members and eligible dependents.

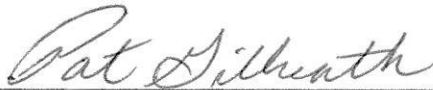
This letter of agreement shall become effective upon approval of the City Council.



CHRIS CATREN, PRESIDENT
REDLANDS ASSOCIATION OF SAFETY MANAGEMENT EMPLOYEES

2/16/2010

DATE:



PAT GILBREATH, MAYOR
CITY OF REDLANDS

ATTEST:



SAM IRWIN, CITY CLERK

2/16/2010

DATE:

REQUEST FOR COUNCIL ACTION

SUBJECT: APPROVAL OF EXTENSION AGREEMENTS TO THE EXISTING MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE REDLANDS ASSOCIATION OF SAFETY MANAGEMENT EMPLOYEES (RASME), AND THE CITY OF REDLANDS

MOTIONS: I move to approve the Side Letters to the Memoranda of Understanding (MOU) between the City of Redlands and the Association of Safety Management Employees (RASME), and authorize the Mayor to execute the Side Letters.

DISCUSSION:

The City and the RASME unit have met to negotiate a successor agreement to their current MOU. The parties reached agreement to extend the terms of the current Memoranda of Understanding. This extension agreement has been ratified by the membership of the applicable unit. The Extension Agreement has been prepared and is attached for the City Council's consideration. The conditions stipulated in the extensions agreement include:

ARTICLE	UNIT	DESCRIPTION
TERM	RASME	December 27, 2009 to June 30, 2012
SALARY	RASME	Furloughs or equivalent savings of 80 hours per employee for FY 09/10 and 80 hours per employee, per year for each subsequent year during the term of the agreement.
OTHER	RASME	Agree to explore medical benefit carriers/plans

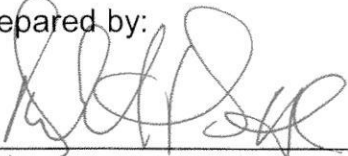
No across the board salary increases for the term of the agreements will occur.

These agreements show continued support of the City's financial situation and the employees' contribution thereto.

FISCAL IMPACT:

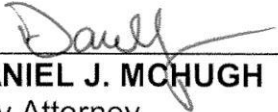
The fiscal impact of the changes will be a savings to the General Fund of approximately \$42,000 per year for the duration of the contract. However, exact savings for future personnel costs will be determined on a yearly basis.

Prepared by:



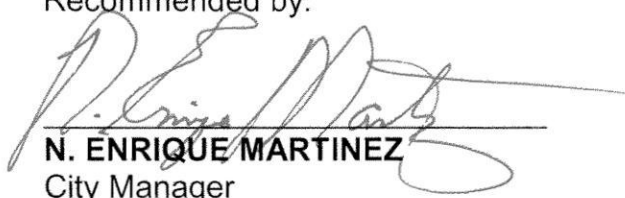
DEBBIE SCOTT-LEISTRA
Human Resources Director

Reviewed by:



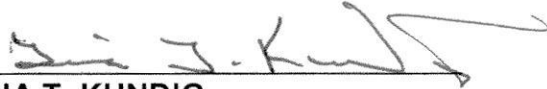
DANIEL J. MCHUGH
City Attorney

Recommended by:



N. ENRIQUE MARTINEZ
City Manager

Reviewed by:



TINA T. KUNDIG
Finance Director / City Treasurer