

AMENDMENT NO. 2 TO  
MEMORANDUM OF UNDERSTANDING WITH THE REDLANDS PROFESSIONAL  
FIREFIGHTERS ASSOCIATION

This Amendment No. 2 to the Memorandum of Understanding dated January 16, 2001 by and between the City of Redlands ("City") and the Redlands Professional Firefighters Association ("RPFA") is made and entered into this 16<sup>th</sup> day of July, 2002.

RECITALS

WHEREAS, the RPFA and the City have met and conferred in good faith and in accordance with law with regard to implementing a bilingual pay program for employees of the City of Redlands; and

WHEREAS, the City and RPFA have agreed that providing a bilingual pay program will enhance the City's ability to serve our non-English speaking customers; and

WHEREAS, it is the desire of the City and the RPFA to amend their existing Memorandum of Understanding dated January 16, 2001 to provide for bilingual pay;

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 RPFA and the City agree as follows:

Section 1. The Memorandum of Understanding between the RPFA and the City, dated January 16, 2001, is hereby amended by the addition of the following provisions which shall read as follows.

BILINGUAL PAY

- a. The City will provide additional compensation to an employee in the amount of \$65.00 per month for the performance of bilingual skills, commencing on the first pay period following their certification.
- b. The determination of the number of employees to be designated to receive bilingual pay is at the sole discretion of the City.
- c. Employees will be eligible for bilingual pay based upon recommendation by the Department Head with final approval by the City Manager. This will be based upon a written assessment which describes the need for the employee/s to use this skill on the job (see attached form).
- d. Employees must first demonstrate their bilingual skills through a competency examination developed and administered by the Personnel Services Department or by a third party selected by the City.
- e. Bilingual pay shall apply regardless of the frequency or total time required to perform translation duties.

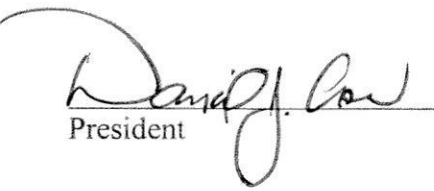
- f. In the event that a department head's bilingual employees are not available and a bilingual need occurs, that department head may request that another department head "loan" a bilingual employee to that department to handle the bilingual need for the duration of the assignment
- g. In the event that an employee who is approved for bilingual pay receives a change in assignment, classification, job duties or is transferred or promoted, a determination may be made by the employee's department head that bilingual skills are no longer required for use on the job and this benefit will be removed from the employee with no right of appeal.
- h. In the event that there are more bilingual employees in a department or location than are required by the City to provide this service, the City will determine a method whereby qualified employees can receive this compensation on a rotational basis.
- i. The City reserves the right to determine the languages for which testing will be conducted.
- j. The City reserves the right to determine where the use of employee bilingual skills would be best served.
- k. The City may require employees to keep a log demonstrating that bilingual skills are being utilized.
- l. An employee's continuation in the bilingual program is subject to periodic evaluation and retesting.
- m. Only employees granted bilingual pay shall be required to speak the designated language.

Except as modified herein, all of the provisions of the Memorandum of Understanding between the Redlands Professional Firefighters Association and the City of Redlands, dated May 1, 2000 – June 30, 2005, shall remain in full force and effect.

Section 2. All of the provisions of the Memorandum of Understanding between the RPFA and the City dated January 16, 2001 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Agreement, to be effective as set forth herein."

REDLANDS PROFESSIONAL FIREFIGHTERS  
ASSOCIATION

  
\_\_\_\_\_  
President

July 29, 2002  
Date

CITY OF REDLANDS

  
\_\_\_\_\_  
Mayor

July 16, 2002  
Date

ATTEST:

  
\_\_\_\_\_  
City Clerk

July 16, 2002  
Date

CITY OF REDLANDS  
REQUEST FOR BILINGUAL PAY

DEPARTMENT: \_\_\_\_\_

DIVISION: \_\_\_\_\_

Please complete a form for EACH employee to be considered

Employee to be considered for bilingual pay:

\_\_\_\_\_  
Name Title

Language: \_\_\_\_\_ Spanish \_\_\_\_\_ Sign \_\_\_\_\_ Other: \_\_\_\_\_

JUSTIFICATION: *Please include the approximate size of non-English speaking public served, type of contact with the department, extent of contact with the employee (frequency and length of contact), whether it is expected that this service will be temporary or continuous, and how this service will benefit the community being served.*

\_\_\_\_\_  
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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Department Head Recommendation:

Approve: \_\_\_\_\_ Deny: \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Department Head Signature

\_\_\_\_\_  
Date

Approved: \_\_\_\_\_ Denied: \_\_\_\_\_

\_\_\_\_\_  
City Manager Signature

\_\_\_\_\_  
Date

reflects all the staffing level changes associated with the approval of the fiscal year 2002-03 budget and the scheduled cost of living adjustments for the police, fire, management, and safety management employee units of representation which were previously approved the City Council in the respective Memoranda of Understanding. Councilmember Harrison felt the new position in the Public Works Department should be called "City Forester and Park Superintendent" to more accurately reflect the job description. Councilmember Harrison moved to adopt Resolution No. 6067 with this modification. Motion seconded by Councilmember Pepler and carried unanimously.

**Bilingual Pay - On motion of Councilmember Gilbreath, seconded by Councilmember Pepler, the City Council unanimously approved amendments to the Memoranda of Understanding for the Redlands Police Officers Association, Redlands Professional Firefighters Association, Redlands Association of Safety Management Employees, San Bernardino Public Employees Association, Redlands Association of Mid-Management Employees and Redlands Association of Management Employees authorizing bilingual pay.**

#### COMMUNICATIONS

Donation from WAL-Mart - With appreciation, Councilmember Haws moved to accept a donation of \$1,000.00 from WAL-Mart for use by the City at Sylvan Park and to appropriate the same amount to the Parks Division, and to accept a donation of \$1,000.00 from WAL-Mart for the Community Services Division Senior Center Programs and to appropriate the same amount to Senior Services. Motion seconded by Councilmember Pepler and carried unanimously.

#### LAND USE AND PUBLIC HEARINGS

CUP 743 - Temple Baptist Church, Applicant - Public notices were advertised for this time and place to consider a draft mitigated negative declaration and public hearings for Conditional Use Permit No. 743 and the Socio-Economic Analysis and Cost/Benefit Study for a three-phase expansion to an existing religious institution which includes conversion of existing dwellings to offices and classrooms, conversion of church buildings to youth services and college ministries buildings, addition of a playground, the addition of 1,329 square feet of office space and the construction of a two-story 26,024 square foot multi-purpose worship center located on 6.78 acres at 611 East Cypress Avenue in the R-S (Suburban Residential) and R-2 (Multiple Family Residential) Districts. Community Development Director Shaw described the proposed project. Mayor Haws declared the meeting open as a public hearing for any questions or comments. Expressing his appreciation to staff for their assistance, Pastor of the Temple Baptist Church Jonathan Jarboe urged approval of the expansion. Architect Charles Brown was available for questions, and congregation member Greg Batten also expressed his support for the project. There being no further comments, the public hearing was declared closed. Councilmember Pepler