

AMENDMENT NO. 5  
TO THE MEMORANDUM OF UNDERSTANDING WITH THE  
REDLANDS PROFESSIONAL FIREFIGHTERS ASSOCIATION

This Amendment No. 5 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 5<sup>th</sup> day of April, 2005.

RECITALS

WHEREAS, the RPFA and the City have met and conferred in good faith and in accordance with law with regard to amending the Memorandum of Understanding between the City of Redlands and the Redlands Professional Firefighters Association; and

WHEREAS, it is the desire of the City and the RPFA to amend Article 25 (Holiday Schedule and Holiday Carryover Prohibition) of their existing Memorandum of Understanding dated January 16, 2001;

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. Article 25 of the Memorandum of Understanding between the RPFA and the City, dated January 16, 2001, is hereby amended and shall read as follows:

EMPLOYER PAID MEMBER CONTRIBUTIONS

Twenty-four (24) hour shift personnel in the unit shall be compensated with twelve (12) 12-hour holidays per year and two (2) 12-hour floating holidays per year. Effective January 1, 1997, compensation shall be based on 5.54 hours per fourteen (14) day pay period. Floating holidays not used by December 31<sup>st</sup> of each year shall be paid off the following January.

Within the first week of December, represented shift personnel shall have the option of submitting to the Finance Department a declaration of intent to convert their 168 hours of holiday pay to one hundred twelve (112) hours of compensatory time off for the ensuing calendar year.

Non-shift personnel shall receive the same holidays granted to other City employees as established by Council Resolution.

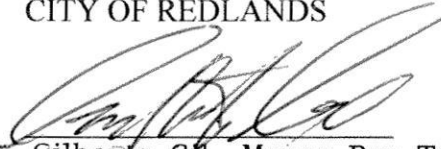
Effective the first pay period in July, 2004, holiday leave for non-shift personnel shall be accrued and compensated in accordance with the employee's standard work schedule.

Non-shift personnel shall not be allowed to carry over holidays from one calendar year to another Floating holidays not taken by December 31<sup>st</sup> shall be paid off in January of the following year.

Section 2. Except as modified herein, all of the provisions of the Memorandum of Understanding between the City of Redlands and the Redlands Professional Firefighters Association, dated May 1, 2000 – June 30, 2005, shall remain in full force and effect.

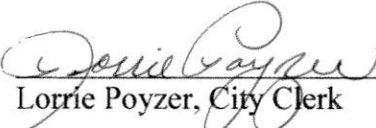
IN WITNESS WHEREOF, the parties have executed this Agreement, to be effective as set forth herein.”

CITY OF REDLANDS

  
Gilberto Gil, Mayor Pro Tem

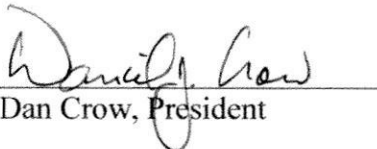
April 5, 2005  
Date

ATTEST:

  
Lorrie Poyzer, City Clerk

April 5, 2005  
Date

REDLANDS PROFESSIONAL FIREFIGHTERS ASSOCIATION

  
Dan Crow, President

3-30-05  
Date

Contract Award - RCC Non-Potable Water System - Due to a potential conflict of interest, Councilmember Gilbreath retired from the Council Chambers and did not participate in this matter; a Public Disclosure of Potential Conflict of Interest form is on file in the City Clerk's Office. Bids were opened and publicly declared on March 17, 2005, by the City Clerk for the Redlands Country Club Non-Potable Water System Project (Project No. 1-0581); a bid opening report is on file in the Office of the City Clerk. It was the recommendation of the Municipal Utilities Department that the responsible bidder submitting the bid for said project which will result in the lowest cost for the City was E. J. Meyer Company based on the total bid amount of \$494,444.00, and it would be in the best interest of the City that this contract be awarded to said firm. On motion of Councilmember George, seconded by Councilmember Harrison, the City Council approved this recommendation, authorized staff to approve contingent costs up to 10 percent over the total bid amount, and authorized the Mayor Pro Tem to execute, and the City Clerk to attest to, the document on behalf of the City, with Councilmember Peppler being absent and Councilmember Gilbreath abstaining.

Amendment - The Quiet Hour - On motion of Councilmember George, seconded by Councilmember Gilbreath, the City Council approved, by AYE votes of all present, Amendment No. 1 to an agreement with The Quiet Hour, Inc. for entry upon land for use of property as a fire training site on land located at 10 Center Street and authorized the Mayor Pro Tem to execute, and the City Clerk to attest to, the document on behalf of the City.

**MOU - Redlands Professional Firefighters Association - On motion of Councilmember George, seconded by Councilmember Gilbreath, the City Council approved, by AYE votes of all present, Amendment No. 5 to the Memorandum of Understanding with the Redlands Professional Firefighters Association correcting language regarding holiday accrual, and authorized the Mayor Pro Tem to execute, and the City Clerk to attest to, the document on behalf of the City.**

MOU - PERS - On motion of Councilmember George, seconded by Councilmember Gilbreath, the City Council approved, by AYE votes of all present, an amendment to the contract with the Board of Administration California Public Employees' Retirement System for local miscellaneous employees allowing sick leave accruals to be converted to service credit and authorized the Mayor Pro Tem to execute, and the City Clerk to attest to, the document on behalf of the City.