

**SIDE LETTER TO CURRENT MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF REDLANDS AND THE REDLANDS  
PROFESSIONAL FIREFIGHTERS ASSOCIATION (RPFA)  
FURLOUGH PROGRAM FOR FISCAL YEAR 2008-2009**

On December 5<sup>th</sup>, 2008 and January 22, 2009, the City and RPFA representatives (hereinafter referred to as the "Unit") met to discuss the issues challenging the City of Redlands in connection with the financial downturn of the nation's economy. As a result of these meetings the City and RPFA agreed on the following which comprises the specifics of the contribution that will be made by the Unit employees to address the economic issues challenging the City.

1. With the incorporation of this side letter, the City and the Unit will maintain the current Memorandum of Understanding (MOU) between the City of Redlands and the Redlands Professional Firefighters Association for the term of June 1, 2005 – June 30, 2010.
2. Unit employees will choose from the following options to specify their participation of ninety (90) hours (80 hours for 40 hour personnel) in the furlough program by indicating usage of one or a combination of options listed below. Unit employees will specify on the form provided by the Human Resources department and by February 3, 2009, their specific choice of options. The options are as follows:

**Option 1:** Unit members agree to contribute a percentage of the employee paid portion, currently 100% paid by the City, of the City's employee retirement plan through the California Public Employees Retirement System (CalPERS). The contribution shall not exceed a value equivalent to ninety (90) hours of compensation of each Unit member. The employee paid contribution will be calculated on the current adjusted pay rate, evenly divided and expressed as a percentage over ten (10) pay periods, effective the pay period including February 1, 2009, and not beyond the pay period of June 30, 2009. Contributions to the retirement plan by employees shall be made pursuant to IRC 414(h)(2), and the City shall continue to report the employee contribution as pensionable monies.

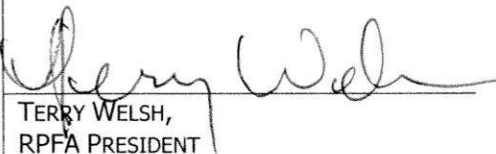
**Option 2:** Unit members may "give back" a portion of the holiday payout check from calendar year 2008, distributed in January 2009, toward their Furlough Program balance. Designation of this option shall be on the form provided by and returned to Human Resources by January 27, 2009.

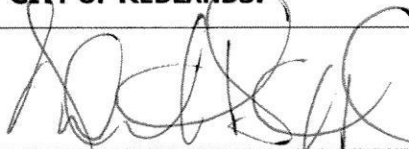
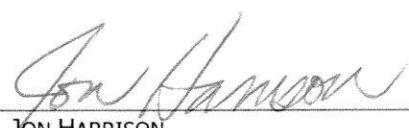
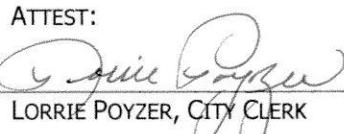
**Option 3:** Unit members may "give back" unused floating holidays from calendar year 2009. Designation of this option shall be on the form provided by and returned to Human Resources by February 27, 2009, to be credited toward their Furlough Program balance.

For Options 1-3, unit members will be allowed the following:

- a. A Furlough Program balance of sixty (60) hours shall be credited to participating Unit members contributing ninety (90) hours as to not incur additional overtime expense for coverage.
  - b. Furlough time may be taken between June 30, 2009 and June 30, 2010 at the sole discretion of the Fire Chief considering the following conditions are met:
    - i. Furlough time off will only be allowed if request is made and approval is given prior to the time off.
    - ii. If not used by June 30, 2010, the balance of hours will be forfeited.
    - iii. No cash out value is associated with these hours.
    - iv. Unit members exercising their option of a Golden Handshake with PERS may take accrued furlough hours beginning February 1, 2009 during any pay period following accrual.
3. The City and the Unit mutually agree that the City's economic condition is vital to both parties' interest and that they will make every effort prior to June 30, 2009 to discuss upcoming contractual obligations.
  4. All Unit employees including employees hired after the date of this side letter through June 30, 2009, will be required to participate in the furlough program.
  5. Unit employees will receive frequent communication on the status of the budget.

This side letter will be in effect from January 22, 2009 through June 30, 2010.

<b>REDLANDS PROFESSIONAL FIREFIGHTERS ASSOCIATION:</b>	
	1-28-09
TERRY WELSH, RPFA PRESIDENT	DATE

<b>CITY OF REDLANDS:</b>	
	1/29/09
DEBBIE SCOTT-LEISTRA, HUMAN RESOURCES DIRECTOR	DATE
	2/3/09
JON HARRISON, MAYOR	DATE
ATTEST:	
	2-3-2009
LORRIE POYZER, CITY CLERK	DATE



Relations Commission. Motion seconded by Councilmember Gilbreath and carried unanimously.

### CLOSED SESSION

The City Council meeting recessed at 5:40 P.M. to continue the Redevelopment Agency meeting and reconvened at 5:42 P.M. to a closed session to discuss the following:

1. Conference with real property negotiator - Government Code §54956.8  
Property: APN 0292-041-08, 38 and 44  
Agency negotiators: N. Enrique Martinez and Gary van Dorst  
Negotiating party: Burrtec  
Under negotiation: Terms and price for possible lease of City property
2. Conference with real property negotiator - Government Code §54956.8  
Property: APN 0292-034-02, 05 and 08  
Agency negotiators: N. Enrique Martinez and Gary van Dorst  
Negotiating party: Robert W. Best Family Trust  
Under negotiation: Terms and price of City purchase of property
3. Conference with labor negotiator - Government Code Section 54957.6  
Agency Negotiators: N. Enrique Martinez, Debbie Scott-Leistra and Steve Filarsky

Employee Organizations: Redlands Association of Management Employees, Redlands Association of Mid-Management Employees, General Employees Association of Redlands (SBPEA), Redlands Civilian Safety Employees Association (SBPEA), Redlands Police Officers Association, Redlands Professional Firefighters Association, Redlands Association of Safety Management Employees and Redlands Association of Fire Management Employees.

The meeting reconvened at 7:00 P.M.

### PRESENT

Jon Harrison, Mayor  
Pat Gilbreath, Mayor Pro Tem  
Mick Gallagher, Councilmember  
Pete Aguilar, Councilmember  
Jerry Bean, Councilmember

### ABSENT

None

## NEW BUSINESS

Employee Memoranda of Understanding - Human Resources Director Scott-Leistra reported a collaborative team of management staff and the Safety Employee Units are recommending approval of the agreements with the safety employee groups to participate in the furlough program for Fiscal Year 2008-2009. She commended this outstanding group of employees who are ready to do their part to assist the City during this financial situation. Councilmember Gilbreath moved to approve side letters with the Redlands Police Officers Association, Redlands Association of Safety Management Employees, Redlands Professional Firefighters Association and Redlands Association of Fire Management Employees regarding participation in the City's furlough program. Motion seconded by Councilmember Gallagher and carried unanimously.

## PUBLIC COMMENTS

None forthcoming.

## ADJOURNMENT

There being no further business, the City Council meeting adjourned at 7:59 P.M. The next regular meeting will be held on February 17, 2009.

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City Clerk