



# Redlands Professional Firefighters • Local 1354

Post Office Box 784 • Redlands, California 92373

June 30, 2010

Deborah Scott-Leistra, Human Resources Director  
City of Redlands  
35 Cajon St., Ste. 10  
Redlands, CA 92373

RE: Suspension of Sick Leave Buy-back

Deborah,

The Redlands Professional Firefighters are aware of the dire budget issues facing the City of Redlands. The membership of the Redlands Professional Firefighters have explored ways to reduce personnel costs without reducing the number of firefighting personnel that are vital to accomplish the mission of providing for public safety and the safety of other firefighters.

On this date, the Redlands Professional Firefighters agree to suspend Sections B, buy-back (24 hour shift personnel) and C, buy-back (40 hour week personnel) of Article 49- Sick Leave within the Extension Agreement to the Memorandum of Understanding between City of Redlands and Redlands Professional Firefighters Association for fiscal year 2010-11. All other sections of Article 49 and the remainder of the MOU and its extension agreement shall remain in effect.

If this suspension of the sections regarding sick leave buy-back is agreed upon and ratified by the City the effective date shall be July 1, 2010. This letter shall serve as the agreement to suspend the sick leave buy-back as indicated by the undersigned.

William Conway, President  
Redlands Professional Firefighters Association  
Union Local No. 1354, I.A.F.F.

Pat Gilbreath, Mayor  
City of Redlands

ATTEST:

Sam Irwin, City Clerk



**REQUEST FOR COUNCIL ACTION**

**SUBJECT: APPROVAL OF REDLANDS PROFESSIONAL FIREFIGHTERS ASSOCIATION (RPFA) SIDE LETTER TO SUSPEND SICK-LEAVE BUY-BACK PROGRAM FOR FISCAL YEAR 2010/11.**

**MOTIONS:** I move to approve the resolution authorizing approval of the RPFA request for a side letter to their current MOU which will suspend their sick-leave buy-back program for fiscal year 2010/11.

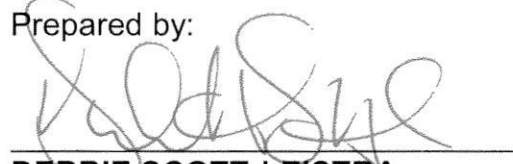
**DISCUSSION:**

On June 30, 2010, the Redlands Professional Firefighters Association (RPFA) sent a letter to Human Resources Director Deborah Scott-Leistra requesting the suspension of their sick-leave buy-back program for fiscal year 2010/11 in an effort to reduce the personnel costs in the Fire Department. Per the proposed side letter, this sick-leave buy-back suspension will apply only to FY 2010/2011 to Article 49, Sick Leave, Sections B, buy-back (24 hour shift personnel) and C, buy-back (40 hour week personnel) within the Extension Agreement to the RPFA MOU.

**FISCAL IMPACT:**

In accordance with the RPFA MOU, employees with over 700 hours of sick leave accruals may purchase up to three (3) shifts of sick leave at twenty-four (24) hours per shift for a total of seventy-two (72) hours. RPFA employees with over 1,100 hours of sick leave accruals may purchase up to six (6) shifts of sick leave at twenty-four (24) hours per shift for a total of one hundred forty-four (144) hours. There are approximately sixteen (16) RPFA employees who will potentially be eligible to purchase up to seventy-two (72) hours of sick leave in November. If each of these employees were to purchase the full seventy-two (72) hours of sick leave at their current rate of pay, the savings to the City from suspending this benefit would amount in \$36,933.12. There are approximately thirteen (13) RPFA employees who will potentially be eligible to purchase up to one hundred forty-four (144) hours of sick leave in November. If each of these employees were to purchase the full one hundred forty-four (144) hours of sick leave at their current rate of pay, the savings to the City from suspending this benefit would amount in \$67,968. Therefore, potential savings to the City is \$104,901.12.

Prepared by:



**DEBBIE SCOTT-LEISTRA**  
Human Resources Director

Reviewed by:



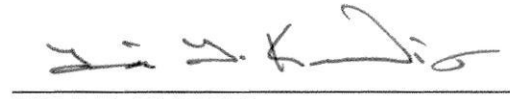
**DANIEL J. MCHUGH**  
City Attorney

Recommended by:



**N. ENRIQUE MARTINEZ**  
City Manager

Reviewed by:



**TINA T. KUNDIG**  
Finance Director / City Treasurer