

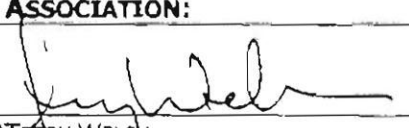
**SIDE LETTER TO CURRENT MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF REDLANDS AND THE REDLANDS
PROFESSIONAL FIREFIGHTERS ASSOCIATION (RPFA)
COMPTIME PAY PROGRAM FOR FISCAL YEAR 2008-2009**

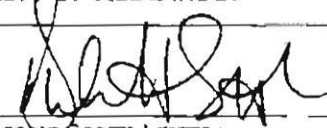
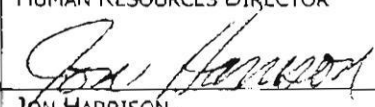
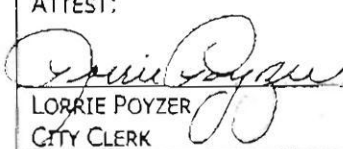
At the request of Chief Frazier, RPFA representatives (hereinafter referred to as the "Unit") met with the intention of finding possible budget reductions to address the economic issues challenging the City. The following concessions were recommended and approved at a meeting of the general membership on October 27, 2008.

- The members of the Professional firefighters agree to limit their accrual of comp time by 50%, thereby reducing the available comp time to be worked at overtime rate of time and a half.

Due to MOU requirements, as stated in Article 40 – Minimum Staffing Levels, overtime, usually taken as comp time in its entirety yields an exponential increase in overall comp time accrual of the membership; that comp time taken as comp time by a member again compounds the premium time earned. By limiting the comp time accrual by 50% the half time compounding is alleviated, thereby saving more money in the long term. The projected saving is approximately \$60,000.

This side letter will be in effect from November 2008 through June 30, 2009.

REDLANDS PROFESSIONAL FIREFIGHTERS ASSOCIATION:	
	<u>02/02/09</u>
TERRY WELSH, RPFA PRESIDENT	DATE

CITY OF REDLANDS:	
	<u>2/6/09</u>
DEBBIE SCOTT-LEISTRA, HUMAN RESOURCES DIRECTOR	DATE
	<u>3/3/09</u>
JON HARRISON, MAYOR	DATE
ATTEST:	
	<u>3-3-2009</u>
LORRIE POYZER CITY CLERK	DATE



4. **Conference with labor negotiator - Government Code §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
5. **Conference with Labor Negotiators - Government Code §54957.6**
 - a. **Unrepresented employee: City Manager**

ADJOURNMENT

No report was expected following the closed session, and the City Council meeting adjourned. The next regular meeting scheduled to be held on March 17, 2009, will not be held. The next regular meeting will be held on April 7, 2009.

City Clerk