

TENTATIVE AGREEMENT

This Tentative Agreement is entered this 19th day July, 2005, by and between the City of Redlands (City) and Redlands Professional Firefighters Association (RPFA).

The City and RPFA agree to the following terms and conditions of employment:

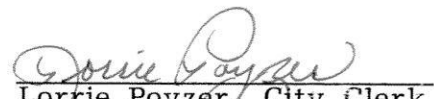
1. Term of Agreement: 5 years, July 1, 2005 through June 30, 2010
2. Compensation:
 - Year 1: 3% salary increase;
 - Year 2: 3% salary increase;
 - Year 3: 3% salary increase;
 - Year 4: 2% salary increase;
 - Year 5: Market survey of top step base salary and adjustment to median the survey salary range
3. Retirement:
 - Year 2: The City shall pay one-third (1/3) of the contribution rate attributed to the 3% @ 50 retirement formula;
 - Year 3: The City shall pay an additional one-third (1/3) of the contribution rate attributed to the 3% @ 50 retirement formula;
 - Year 4: The City shall pay 100% of the contribution rate attributed to the 3% @ 50 retirement formula.
4. Uniform allowance shall be \$500 per year.
5. Life insurance in the amount of \$25,000 shall be provided by the City.
6. City shall make available a qualified savings program in accordance with the latest IRS rulings.
7. The RPFA shall receive the same on duty death benefits as other units.
8. Paramedic pay shall be increased to 15%.
9. RPFA members shall receive \$225 per year for vision care reimbursement.
10. Female RPFA members shall receive city-paid State Disability Insurance.

11. One union representative shall have up to three consecutive shifts for union activities.
12. The list of survey cities shall be amended to eliminate Palm Springs and Moreno Valley.
13. The RPFA shall receive the same negotiated economic benefits as other Redlands safety units.
14. The City shall obtain actuarial reports in 2005 and 2007. If the cost of the 3% @ 50 retirement is reduced to 0, the City and RPFA shall meet to discuss an additional salary increase in year 4.
15. The City and RPFA shall work together on language modifications, including the incorporation of side-letters into the MOU.

CITY OF REDLANDS


Susan Pepler, Mayor

Attest:


Lorrie Poyzer, City Clerk

REDLANDS PROFESSIONAL
FIREFIGHTERS ASSOCIATION


Daniel Crow, President

Tentative Agreement - Redlands Professional Firefighters Association - On motion of Councilmember Harrison, seconded by Councilmember Gilbreath, the City Council unanimously approved a tentative agreement with the Redlands Professional Firefighters Association and authorized the Mayor to execute, and the City Clerk to attest to, the document on behalf of the City.

Resolution No. 6415 - Salary - On motion of Councilmember Harrison, seconded by Councilmember Gilbreath, the City Council unanimously adopted Resolution No. 6415, a resolution of the City Council of the City of Redlands establishing a salary schedule and compensation plan for City employees and rescinding Resolution No. 6387.

Agreement - Air Conditioning Replacement - On motion of Councilmember Harrison, seconded by Councilmember Gilbreath, the City Council unanimously approved an agreement with FM Thomas for air conditioning replacement at the City's Water Reclamation Facility and authorized the Mayor to execute, and the City Clerk to attest to, the document on behalf of the City.

PUBLIC HEARINGS

Resolution No. 6374 - Street Lighting Assessment District No. 1 - Public hearing was continued to this time and place to consider Resolution No. 6374, a resolution of the City Council of the City of Redlands confirming a diagram and assessment for the 2005-06 fiscal year in connection with Street Lighting Assessment District No. 1. Public Works Director Mutter reported the preliminary report for the Street Lighting Assessment District No. 1 was presented to the City Council on March 15, 2005. Resolution No. 6372 was adopted on June 7, 2005, granting preliminary approval to the Engineer's Report and Resolution No. 6373 was also adopted on June 7, 2005, declaring the City's intention to levy and collect assessments for Fiscal Year 2005-06 pursuant to the Lighting and Landscaping Act of 1972. The final step in the process is to conduct a public hearing and receive testimony from the public on the proposed assessments. Adoption of Resolution No. 6374 gives approval to the Engineer's Report and confirms the assessment for Fiscal Year 2005-06. Mayor Peppler declared the meeting open as a public hearing for any questions or comments. None being forthcoming, the public hearing was declared closed. Councilmember Harrison moved to adopt Resolution No. 6374. Motion seconded by Councilmember Gil and carried unanimously.

Resolution No. 6413 - Appropriations Limit - Public hearing was advertised for this time and place to consider Resolution No. 6413, a resolution of the City Council of the City of Redlands establishing an appropriation limit for the Fiscal Year 2005-2006 pursuant to Article XIII B of the California Constitution.