

AMENDMENT NO. 1 TO
MEMORANDUM OF UNDERSTANDING WITH THE REDLANDS POLICE
OFFICERS ASSOCIATION

This Amendment No. 1 to the Memorandum of Understanding dated 12/19/2000 by and between the City of Redlands ("City") and the Redlands Police Officers Association ("RPOA") is made and entered into this 18th day of December, 2001.

RECITALS

WHEREAS, the RPOA and the City have met and conferred in good faith and in accordance with law with regard to implementing a provision to attract experienced candidates to the City of Redlands; and

WHEREAS, the City and RPOA have agreed that crediting new employees in the bargaining unit with sick leave and/or vacation leave and accelerating vacation accrual rates for new hires with previous experience will enhance recruitment efforts; and

WHEREAS, it is the desire of the City and the RPOA to amend their existing Memorandum of Understanding dated December 19, 2000 to provide for sick leave and vacation leave credits and vacation accrual acceleration for experienced new hires;

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 RPOA and the City agree as follows:

Section 1. The Memorandum of Understanding between the RPOA and the City, dated December 19, 2000, is hereby amended by the addition of the following paragraph which shall read as follows:

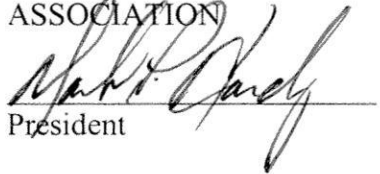
"In an attempt to attract competitive, experienced candidates with previous law enforcement experience, the City Council authorizes the Police Chief, with final approval by the City Manager, to advance the following to new employees at time of hire:

- a. Sick Leave: Crediting new employees with an immediate sick leave accrual balance, not to exceed a maximum of 96 hours,
- b. Vacation: Crediting new employees with an immediate vacation accrual balance not to exceed the equivalent of the new employee's annual accrual rate for vacation earned at the time of separation of employment with the other agency,
- c. Accelerated Vacation Accrual: Accelerating the vacation accrual rate of new employees by providing credit for service with another agency for purposes of vacation accrual only, not to exceed the maximum of the number of years of service with the other agency/s.

Section 2. All of the provisions of the Memorandum of Understanding between the RPOA and the City dated December 19, 2000 shall remain in full force and effect.

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

REDLANDS POLICE OFFICERS
ASSOCIATION

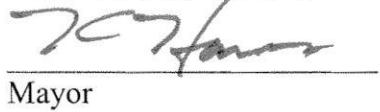


President

12-12-01

Date

CITY OF REDLANDS



Mayor

12/18/01

Date

ATTEST:



City Clerk

12/18/01

Date

Funds - Grant Agreement - Waste Tire - On motion of Councilmember George, seconded by Councilmember Pepler, the City Council unanimously approved a grant agreement with the California Integrated Waste Management Board for waste tire public education and tire amnesty collection events and an additional appropriation in the amount of \$13,118.00 for implementation of the grant program.

MOU - RPOA - On motion of Councilmember George, seconded by Councilmember Pepler, the City Council unanimously ratified an amendment to the existing Memorandum of Understanding with the Redlands Police Officer Association to advance sick and/or vacation leave and accelerating vacation accruals for exceptional new hires with previous work experience and authorized the Mayor and City Clerk to sign the document on behalf of the City.

Agreement - Recycled Water Project - On motion of Councilmember George, seconded by Councilmember Pepler, the City Council unanimously approved Task Order No. 3 (Amendment No. 3) of the master services agreement with Carollo Engineers to provide engineering services for the Redlands Recycled Water Project Treatment Facilities.

Agreement - Tate Water Treatment Plant - On motion of Councilmember George, seconded by Councilmember Pepler, the City Council unanimously approved a professional services agreement with Black & Veatch Corporation to perform preliminary design services for upgrades to the Tate Water Treatment Plant.

Appointments - Cultural Arts Commission - On motion of Councilmember George, seconded by Councilmember Pepler, the City Council unanimously reappointed Jean Harp, Arthur Svenson and Sherli Leonard to an additional four-year term on the Cultural Arts Commission as recommended by Mayor Haws.

Absence - Mayor Pro Tem Pepler left the meeting at 3:30 P.M.

COMMUNICATIONS

Sanbag and Omnitrans' Council Representative - Mayor Haws moved to designate Councilmember Gilbreath as the City of Redlands' representative to San Bernardino Associated Governments (Sanbag) and Omnitrans for an additional two-year term. Motion seconded by Councilmember Harrison and carried by AYE votes of all present.

City Council Liaisons - Councilmember Harrison will assume the City Council liaison assignments to the City boards and commissioners that were previously held by former Councilmember Freedman; this was approved, by AYE votes of all present, on motion of Councilmember Haws, seconded by Councilmember