

**Amendment No. 4
To the Memorandum of Understanding
Between the City of Redlands
And the Redlands Police Officers' Association**

This Amendment No. 4 to the Memorandum of Understanding between the City of Redlands and the Redlands Police Officers' Association dated December 19, 2000 is by and between the City of Redlands ("City") and the Redlands Police Officers' Association ("RPOA") and is agreed upon this 20th day of July, 2004.

WHEREAS, the City and RPOA intended that Employer Paid Member Contributions be regarded as compensation and compensation earnable in determining an employee's final compensation upon which his or her pension is based; and

WHEREAS, the City and RPOA attempted to memorialize that intention in "ARTICLE 9 – FINAL YEAR COMPENSATION" in the Memorandum of Understanding between the City of Redlands and the Redlands Police Officers' Association dated December 19, 2000; and

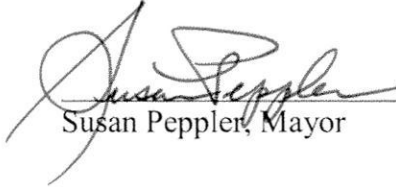
WHEREAS, the City and RPOA were advised by CalPERS that the manner of implementing that intention requires the City to adopt a resolution to commence paying and reporting the value of Employer Paid Member Contributions on behalf of each employee as special compensation;

NOW, THEREFORE, in consideration of the promises contained herein, and for such other good and valuable consideration, the receipt of which is hereby acknowledged, the City and RPOA hereby agree as follows:

1. The City Council of the City shall forthwith adopt a resolution in the manner required by CalPERS and the California Public Employees Retirement Law to commence paying and reporting the value of Employer Paid Member Contributions as special compensation on behalf of each employee represented by RPOA.
2. The City will treat the pick-up of employee contributions as tax-exempt employer contributions pursuant to Internal Revenue Code §414(h)(2).
3. Nothing contained in this Amendment will affect, alter or modify the terms of the Memorandum of Understanding, except to the extent by which the City's adoption of the resolution pursuant to paragraph 1, above, satisfies its obligation to increase employees' compensation earnable by the "percentage of vested employee's contribution to PERS" referenced in "Article 9 – Final Year Compensation" of the MOU.

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

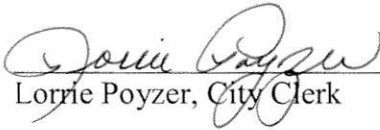
CITY OF REDLANDS



Susan Pepler, Mayor

July 20, 2004
Date

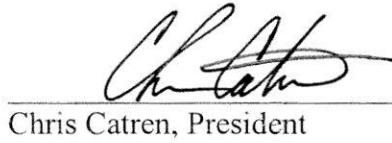
ATTEST:



Lorrie Poyzer, City Clerk

July 20, 2004
Date

REDLANDS POLICE OFFICERS ASSOCIATION



Chris Catren, President

7-14-04
Date

Resolution No. 6296 - Safety Retirement Benefit - On motion of Councilmember Gilbreath, seconded by Councilmember Gil, the City Council unanimously adopted Resolution No. 6296, a resolution of the City Council of the City of Redlands for paying and reporting the value of employer-paid member contributions for safety employees.

Resolution No. 6301 - Safety Employees Benefit - On motion of Councilmember Gilbreath, seconded by Councilmember Gil, the City Council unanimously adopted Resolution No. 6301, a resolution of the City Council of the City of Redlands for employer pick-up for safety employees.

Employee MOUs - On motion of Councilmember Gilbreath, seconded by Councilmember Gil, the City Council unanimously approved the amendments to the Memoranda of Understanding between the City of Redlands and the Redlands Professional Firefighters Association, the Redlands Police Officers Association, and the Redlands Association of Safety Management Employees and authorized the Mayor and City Clerk to execute the documents on behalf of the City.

Bids Rejection - Janitorial Services - On motion of Councilmember Gilbreath, seconded by Councilmember Gil, the City Council unanimously approved staff's recommendation to reject all bids received for janitorial services and authorized staff to re-bid for this contract.

Resolution No. 6310 - Landscape Maintenance District - On motion of Councilmember Gilbreath, seconded by Councilmember Gil, the City Council unanimously adopted Resolution No. 6310, a resolution of the City Council of the City of Redlands declaring its intention to levy and collect assessments within Redlands Landscape Assessment District No. 1 for fiscal year 2004-05 pursuant to the Landscaping and Lighting Act of 1972, establish a time and place for hearing protests (August 3, 2004, at 7:00 P.M.) and rescinding Resolution No. 6260.

Resolution No. 6312 - Street Lighting District - On motion of Councilmember Gilbreath, seconded by Councilmember Gil, the City Council unanimously adopted Resolution No. 6312, a resolution of the City Council of the City of Redlands declaring its intention to levy and collect assessments within Redlands Street Lighting Assessment District No. 1 for fiscal year 2004-05 pursuant to the Landscaping and Lighting Act of 1972, establish a time and place for hearing protests (August 3, 2004, at 7:00 P.M.) and rescinding Resolution No. 6264.

COMMUNICATIONS

Santa Ana River Trail - Representatives from the Wildlands Conservancy and San Bernardino County Regional Parks presented a PowerPoint regarding the Santa Ana River Trail which is creating a greenway park from Crest (San