

**SIDE LETTER TO CURRENT MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF REDLANDS AND THE REDLANDS POLICE
OFFICERS ASSOCIATION (RPOA)
FURLOUGH PROGRAM FOR FISCAL YEAR 2008-2009**

On December 9th and December 31, 2008, the City and RPOA representatives (hereinafter referred to as the "Unit") met to discuss the issues challenging the City of Redlands in connection with the financial downturn of the nation's economy. During these meetings, the City and the Unit agreed on the following which comprises the specifics of the contribution to be made by the Unit employees to address the economic issues challenging the City.

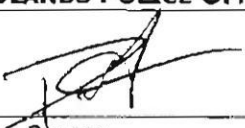
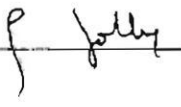
1. With the incorporation of this side letter, the City and the Unit will maintain the current Memorandum of Understanding (MOU), between the City of Redlands and Redlands Police Officers Association employees with the term of June 1, 2005 – June 30, 2010.
2. Unit employees will choose from the following options to specify their participation in the Furlough Program by indicating usage of one or a combination of options listed. Unit employees will specify on the form provided by the Human Resources department, by January 26, 2009, their specific choice of options. The options are as follows:
 - **Option 1:** Unit members may "give back" a portion of the holiday payout check, from calendar year 2008, distributed in January 2009, toward their Furlough Program balance.
 - **Option 2:** Unit members may "give back" unused floating holidays from calendar year 2009 by February 27, 2009, to be credited toward their Furlough Program balance.
 - **Option 3:** Unit members will pay the amount equal to 66 hours of compensation, calculated on current adjusted hourly pay rate, to the City. The amount of 5.5 hours will be taken out of the employee's paycheck on a pre-tax basis over 12 pay periods ending with the pay period including June 30, 2009. Following payment, the unit member will be allowed to take furlough time off totaling 66 hours between February 1, 2009 and June 30, 2010 at the sole discretion of the Police Chief with the following conditions:
 - a) Furlough time will only be allowed if request is made and approval is given prior to the time off.
 - b) No overtime will be used to backfill the time taken off.
 - c) If not used by June 30, 2010, the balance of hours will be forfeited. The City has the authority to force employees to use the remaining furlough

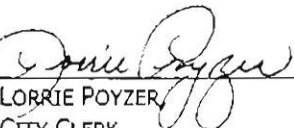
hours in the month of June 2010. The furlough account days off will be in compliance with subsection (b) of option 3.

d) No cash out value is associated with these hours.

3. City and Unit mutually agree that the City's economic condition is vital to both parties interest and will make every effort prior to June 30, 2009 to discuss upcoming contractual obligations.
4. All Unit employees including employees hired after the date of this agreement through June 30, 2009 will be required to participate in the furlough program.
5. Unit employees will receive frequent communication on the status of the budget.

This side letter will be in effect from January 21, 2009 through June 30, 2010.

REDLANDS POLICE OFFICERS ASSOCIATION:	
	2-11-09
DEREK OHLSON, RPOA PRESIDENT	DATE
	2/3/09
LES JOLLY, RPOA SECRETARY	DATE

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



Relations Commission. Motion seconded by Councilmember Gilbreath and carried unanimously.

CLOSED SESSION

The City Council meeting recessed at 5:40 P.M. to continue the Redevelopment Agency meeting and reconvened at 5:42 P.M. to a closed session to discuss the following:

1. Conference with real property negotiator - Government Code §54956.8
Property: APN 0292-041-08, 38 and 44
Agency negotiators: N. Enrique Martinez and Gary van Dorst
Negotiating party: Burrtec
Under negotiation: Terms and price for possible lease of City property
2. Conference with real property negotiator - Government Code §54956.8
Property: APN 0292-034-02, 05 and 08
Agency negotiators: N. Enrique Martinez and Gary van Dorst
Negotiating party: Robert W. Best Family Trust
Under negotiation: Terms and price of City purchase of property
3. Conference with labor negotiator - Government Code Section 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.

The meeting reconvened at 7:00 P.M.

PRESENT

Jon Harrison, Mayor
Pat Gilbreath, Mayor Pro Tem
Mick Gallagher, Councilmember
Pete Aguilar, Councilmember
Jerry Bean, Councilmember

ABSENT

None

NEW BUSINESS

Employee Memoranda of Understanding - Human Resources Director Scott-Leistra reported a collaborative team of management staff and the Safety Employee Units are recommending approval of the agreements with the safety employee groups to participate in the furlough program for Fiscal Year 2008-2009. She commended this outstanding group of employees who are ready to do their part to assist the City during this financial situation. Councilmember Gilbreath moved to approve side letters with the Redlands Police Officers Association, Redlands Association of Safety Management Employees, Redlands Professional Firefighters Association and Redlands Association of Fire Management Employees regarding participation in the City's furlough program. Motion seconded by Councilmember Gallagher and carried unanimously.

PUBLIC COMMENTS

None forthcoming.

ADJOURNMENT

There being no further business, the City Council meeting adjourned at 7:59 P.M. The next regular meeting will be held on February 17, 2009.

City Clerk