

**SIDE LETTER OF AGREEMENT  
BETWEEN  
THE CITY OF REDLANDS  
AND  
THE SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION  
GENERAL EMPLOYEES ASSOCIATION OF REDLANDS**

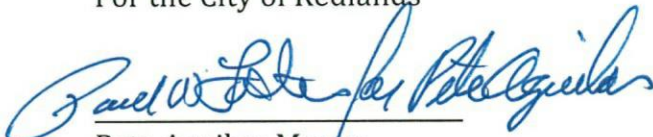
This side letter agreement between the City of Redlands (the City) and the General Employees Association of Redlands (GEAR) Bargaining Unit of the San Bernardino Public Employees Association (SBPEA) is hereby entered into agreement on this 18<sup>th</sup> day of November, 2014. The parties agree to amend as follows:

**Article XI (B) Call Back Pay**

1. For Clarification an employee who works four (4) continuous hours within eight (8) hours prior to his/her regular start time, he/she shall get the next day off and shall be compensated at the regular rate of pay for the time off.
2. When an employee has worked at least two (2) hours during the eight (8) hours prior to the commencement of his/her regular work schedule, the employee shall report to duty at the regular scheduled shift immediately commencing (10) hours after the end of the callback assignment.

Date: 11/18/14

For the City of Redlands

  
Pete Aguilar, Mayor

Attest:   
Sam Irwin, City Clerk

Date: 11-4-14

Representative for GEAR

  
Mario Saucedo  
GEAR Representative