

CITY OF REDLANDS AND REDLANDS CIVILIAN SAFETY EMPLOYEES  
ASSOCIATION SIDE LETTER OF AGREEMENT (2019)

This Side Letter of Agreement amending the July 1, 2017 – June 30, 2023 Memorandum of Understanding between the Redlands Civilian Safety Employees Association (RCSEA) and the City of Redlands (“City”) is made and entered into this 17<sup>th</sup> day of December, 2019. RCSEA and the City are sometimes individually referred to herein as a “Party” and, together, as the “Parties.”

RECITALS

WHEREAS, on December 5, 2017, RCSEA and the City agreed to a Memorandum of Understanding (“MOU”) for the period of July 1, 2017 to June 30, 2023; and

WHEREAS, the Parties now wish to clarify their intentions with respect to Article 26, Section C of the MOU; and

WHEREAS, representatives of the City and RCSEA have met and conferred in good faith, and now wish to effect changes with respect to Article 26, Section C of the MOU;

NOW, THEREFORE, in consideration of the mutual promises contained herein, RCSEA and the City agree as follows:

AGREEMENT

Section 1. Article 26, Section C of the MOU, entitled “Sick Leave – Buy Back” is hereby amended to read as follows:

In November of each calendar year, each Unit employee may elect to be paid at his/her current hourly rate for each sick leave day accumulated during the following calendar year in excess of six (6) sick leave days in November of the following year. A total of one (1) years’ accumulation, ninety-six (96) hours, must be on the books prior to any compensation being paid. This election is irrevocable and may not be changed once the election is made. Unit employees may also choose to accumulate all sick leave days, from calendar year to calendar year, to an unlimited amount.

CITY OF REDLANDS

  
Paul W. Foster, Mayor

RCSEA

  
James Frazier, President

Attest:

  
Jeanne Donaldson, City Clerk