

GRIEVANCE SETTLEMENT AGREEMENT

This grievance settlement agreement ("Agreement") is entered into this 21st day of November, 2013 ("Effective Date"), by and between Bob Woods ("Employee"), the Redlands Civilian Safety Employee Association ("Association"), and the City of Redlands ("Employer") regarding a grievance ("Grievance") filed on October 21, 2013, by Association on behalf of Employee. A copy of the Grievance is attached hereto as Exhibit "A." Employee, Association and Employer are sometimes individually referred to herein as a "Party" and, collectively, as the "Parties."

1. In full settlement and compromise of the Grievance, the Parties acknowledge and agree that:
 - A. Employer shall pay Employee the sum of Seven Hundred Eighty Nine and Sixty Nine One-Hundredths Dollars (\$789.69) within fourteen (14) days of the Effective Date of this Agreement.
 - B. Employer shall not consider Employee to be on standby status without making payment to Employee in accordance with the applicable Memorandum of Understanding governing Employee's receipt of standby pay.
 - C. The terms, conditions and provisions of this Agreement satisfactorily resolve the Grievance.

2. Employee and Association agree to immediately terminate any and all portions of the Grievance, originally submitted to Employer's Human Resources Director on October 21, 2013, related to and regarding Employee's claim that Employer failed to pay Employee standby pay for all days Employee alleges he was in a standby status for the period of November 20, 2012, through the Effective Date of this Agreement.

3. The Parties agree that this Agreement constitutes the full and complete resolution of the issues related to and regarding Employee's claim that Employer failed to pay Employee standby pay for all days Employee alleges he was in a standby status for the period of November 20, 2012, through the Effective Date of this Agreement. Nothing herein shall be construed for any purpose as an admission of fault, error, wrongdoing, or liability on the part of any Party, or any Party's officials, officers, employees, members, agents, attorneys or representatives.

4. Employee and Association, individually and together, hereby forever release Employer from any and all claims arising from the Grievance and, further, agree neither will pursue a grievance or seek any other remedy whatsoever, in any forum, regarding standby pay allegedly owed Employee from the period of November 20, 2012 through the Effective Date of this Agreement.

5. This Agreement is entered into among the Parties on a non-precedent setting basis. As such, this Agreement shall not be cited by Association as precedent or past practice for any other case or circumstance.

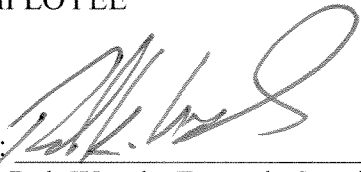
6. This Agreement is entered into knowingly, freely, intelligently, and voluntarily by the Parties, without any duress or coercion. The Parties have had a full opportunity to review and consider the subject matter of this Agreement prior to executing this Agreement. The Parties fully acknowledge that they also have had a full opportunity to discuss the contents of this Agreement with their respective counsel and representatives.

7. The Parties agree to promptly perform any additional acts required to effect their intentions to fully settle the disputes described above.

8. This Agreement represents the entire agreement of the Parties with respect to the subject matter of this Agreement and supersedes any past negotiations or verbal or written agreements among the Parties relating to the same.

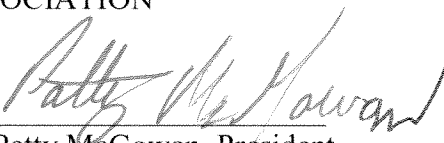
Dated: November 21, 2013

EMPLOYEE

By: 
Bob Woods, Forensic Specialist

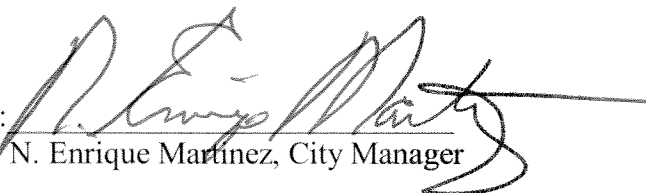
Dated: November 21, 2013

ASSOCIATION

By: 
Patty McGowan, President

Dated: November 21, 2013

EMPLOYER

By: 
N. Enrique Martinez, City Manager