



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: MARCH 19, 2024

FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL

SUBJECT: REVISIONS TO THE MEMORANDA OF UNDERSTANDING WITH THE RIVERSIDE POLICE ADMINISTRATORS' ASSOCIATION (RPAA), AND RELATED REVISIONS TO THE FRINGE BENEFIT AND SALARY PLAN – SUPPLEMENTAL APPROPRIATION

ISSUE:

Approve the successor Memoranda of Understanding with the Riverside Police Administrators' Association (RPAA) Unit.

RECOMMENDATION:

That the City Council:

1. Approve the attached Memoranda of Understanding (MOU) effective January 1, 2024, through December 31, 2024 for RPAA unit which incorporates the negotiated revisions, and authorize the City Manager, or designee, to execute the Memoranda of Understanding on behalf of the City;
2. Adopt the attached Resolution amending the Master Fringe Benefits and Salary Plan to reflect the revised MOU provisions as outlined in Exhibit A and Exhibit B attached thereto; and,
3. Authorize the Chief Financial Officer or designee to record supplemental appropriations in the approximate amounts of \$430,000 in fiscal year 2023/24 in the applicable funds and accounts.

BACKGROUND:

The City began labor negotiations with the Riverside Police Administrators' Association Unit in February 2024 as the prior MOU was expired as of December 31, 2023. Labor negotiation meetings continued through the end of February 2024, until a mutual agreement was reached.

DISCUSSION:

The City entered into, and has successfully concluded, labor negotiations with the RPAA unit. Provisions of the tentative agreement have been ratified by RPAA unit members. The tentative agreement reached between the City and the Union is herein presented for the City Council's approval.

Provisions applicable to RPAA Unit:

- Labor Contract Period: January 1, 2024 through December 31, 2024.
- Salaries:

Date	Salary Increase
Effective with pay period beginning January 5, 2024 and after City Council approval, all members of the bargaining unit shall receive a eight percent (8%) increase to their base salary.	8% increase to base salary
All represented RPAA City employees as of the date payment is made shall receive a one-time non-PERSable stipend of \$5,000 to be paid with the first pay period after City Council approval.	

- Educational Incentive: POST Supervisor Certificate – In addition to the Intermediate or Advanced Certificate, Members meeting the requirements and possessing a POST Supervisor certificate would be eligible for 2.5% incentive pay commencing the first pay period after City Council approval of the 2024 MOU.
- Deferred Compensation (update language): The City contribution will be deposited to a 401A deferred compensation plan.
- Holidays (update language): Effective January 1, 2023, all unit members will have an option to observe, bank or receive pay for each holiday at the employee's regular rate of pay. Regular rate of pay is agreed to mean the employee's normal hourly compensation for regular working hours, including all applicable specialty pay, education incentive, assignment pay, bilingual pay, hazard pay, shift differential, certificate pay, and other compensation as allowed per FLSA.
- Retirement: Effective the pay period of April 12, 2024, represented employees in Retirement Tier 1 shall pay an additional portion of the required employer contribution equal to one half percent (0.5%) of pensionable income pursuant to the cost-sharing provisions set forth in California Government Code Section 20516 for a total of seven (7%) percent.

Effective the pay period of December 20, 2024, represented employees in Retirement Tier 1 shall pay an additional portion of the required employer contribution equal to one half percent (0.5%) of pensionable income pursuant to the cost-sharing provisions set forth in California Government Code Section 20516 for a total of seven and one half (7.5%) percent.

- Other miscellaneous language clean-up.

STRATEGIC PLAN ALIGNMENT:

This council item contributes to the *High Performing Government Strategic Priority, Goal 5.1. Attract, develop, engage and retain a diverse and highly skilled workforce across the entire City organization* and aligns with each of the City's *Strategic Cross-Cutting Threads*.

1. **Community Trust** – Fairly negotiated salary and benefits provide the City the ability to retain and attract skilled employees that can provide high quality of public service and increase community trust and engagement. The salary and benefits package is published and presented in this City Council Agenda to ensure all elements are visible and transparent.
2. **Equity** – The Union negotiation process ensures that employees receive fair wages, competitive benefits and good working conditions resulting in a workforce that, in turn, also serves the community in a fair and equitable way.
3. **Fiscal Responsibility** – To ensure responsible management of the City’s financial resources all fiscal impacts were carefully assessed by the City’s Finance and City Manager’s Departments.
4. **Innovation** – The City and Union engaged in creative discussions and sought solutions that would allow both parties to benefit from the updated/new provisions in the contract. Creative ideas from both parties were shared that allowed for a successful agreement.
5. **Sustainability & Resiliency** – The City of Riverside is committed to meeting the needs of its changing workforce while also implementing contracts that are sustainable to the City.

FISCAL IMPACT:

The total cost over the life of the MOU is approximately \$776,000. The cumulative fiscal impact of the proposed MOU for RPAA is approximately \$430,000 in FY 2023/24 and \$782,000 in FY 2024/25. Sufficient funds for the requested supplemental appropriations are available in fund reserves.

Fund	FY 2023/24	FY 2024/25	2-Year Total
General Fund Impact	\$430,000	\$782,000	\$1,212,000

Prepared by: Rene Goldman, Human Resources Director
 Certified as to availability of funds: Kristie Thomas, Finance Director/Assistant Chief Financial Officer
 Approved by: Edward Enriquez, Assistant City Manager/Chief Financial Officer
 Approved as to form: Phaedra A. Norton, City Attorney

Attachments:

1. Resolution Amending the Fringe Benefits and Salary Plan
 - a. Exhibit A – Amended Fringe Benefits and Salary Plan
2. Exhibit B - Comprehensive Redlined Memoranda of Understanding for RPAA Unit.