



RESOLUTION TO AMEND THE CONTRACT BETWEEN CALPERS AND THE CITY OF RIVERSIDE FOR UNREPRESENTED POLICE MANAGEMENT

Human Resources Department

City Council
January 17, 2023

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BACKGROUND

- The process of enacting changes to the City's contract with CalPERS for classic Tier 1 Unrepresented Police Management members is initiated by the adoption of a Resolution.
- The Unrepresented Police Management includes the Police Chief and the Deputy Police Chiefs; these employees are not represented by the Riverside Police Administrators' Association (RPAA), however, they have agreed to follow the cost-sharing provisions negotiated RPAA



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BACKGROUND

- The current Resolution is specific for Tier 1 members in the Unrepresented Police Management employees (Police Chief and Deputy Police Chiefs)
- Members of the Riverside Police Administrators' Associations will also be impacted, and separate Resolution of Intention is required per CalPERS as part of the contract amendment process which will be presented at a future Council meeting to include RPAA and Unrepresented Police Management for approval.
- Current Employer and Employee Contributions for CalPERS costs

Unrepresented Police Management – Tier 1 Employees

The member (employee) pays 4.5% of the Employer Portion

The City pays the employee share of 9% (EPMC)



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2022-2023 COST SHARING PROVISIONS

Unrepresented Police Management have agreed to following CalPERS cost-sharing provisions outlined in the RPAA MOU:

- Effective as soon as administratively possible, Unrepresented Police Management employees in Tier 1, will pay an additional 1% of pensionable income for a total of 5.5% of the employer contribution.
- Effective first pay period following July 1, 2023, Unrepresented Police Management employees in Tier 1, will pay an additional 1% of pensionable income for a total of 6.5% of the employer contribution (this will require an additional contract amendment)

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STRATEGIC PLAN ALIGNMENT



High performing government - Enhance communication and collaboration with community members, to improve transparency, build public trust, and encourage shared decision-making.

Cross-Cutting Threads



Community Trust



Fiscal Responsibility



Sustainability &
Resiliency



Equity



Innovation



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RECOMMENDATION

1. Approve and Adopt the Resolution to amend the contract between CalPERS and the City of Riverside to implement a cost-sharing provision of 5.5% for all Tier 1 Unrepresented Police Management; and
2. Approve the Resolution to revise to the Master Fringe Benefits and Salary Plan to reflect the CalPERS cost-sharing provisions for Unrepresented Police Management.



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