



## **RESOLUTION OF INTENTION AND INTRODUCTION OF AN ORDINANCE TO AMEND THE CONTRACT BETWEEN CALPERS AND THE CITY OF RIVERSIDE**

**Presented Human Resources Department**

**March 7, 2023**

RiversideCA.gov

1

### **BACKGROUND**

- The process of enacting changes to the City's contract with CalPERS for classic Tier 1 members in the Unrepresented Police Management group, Riverside Police Administrators' Association and Riverside Police Officer's Association is initiated by the adoption of a Resolution of Intention and Introduction of a City Ordinance.
- The contract amendment will implement the cost-sharing provisions recently negotiated and agreed by these Police groups.



2

RiversideCA.gov

2

## BACKGROUND

Current cost-sharing provisions - Employer and Employee Contributions for Tier 1 members in Police Groups

<b>All Police Groups – RPOA, RPOA Supervisory, RPAA and Unrepresented Police Management</b>
The City pays the employee share of 9% (EPMC)
The member (employee) pays 4.5% of the Employer Portion (cost-sharing)

Updated cost-sharing provisions with contract Amendment - Employer and Employee Contributions for Tier 1 members in Police Groups

Police Group	Member (Employee) Paid – Employer Share (cost-sharing)	City Paid - Employee Share (EPMC)
Riverside Police Administrators’ Association (RPAA)	5.5% (additional 1%)	9%
Unrepresented Police Management (Chief & Dep Chiefs)	5.5% (additional 1%)	9%
Riverside Police Officer’s Association (RPOA)	4.5% (no change)	9%
Riverside Police Officer’s Association (RPOA) - Supervisory	4.5% (no change)	9%



3

## 2022-2023 MOU COST SHARING PROVISIONS

Police Group	2022-2023	July 1, 2023
Riverside Police Administrators’ Association (RPAA)	5.5% (additional 1%) – As soon as administratively possible	6.5% (additional 1%)
Unrepresented Police Management (Chief & Dep Chiefs)	5.5% (additional 1%) - As soon as administratively possible	6.5% (additional 1%)
Riverside Police Officer’s Association (RPOA)	4.5% (no change)	5% (additional .5%)
Riverside Police Officer’s Association (RPOA) - Supervisory	4.5% (no change)	5% (additional .5%)



4

## EFFECTIVE DATE

- The cost-sharing provisions for Tier 1 employees in the RPAA, RPOA, RPOA Supervisory and Unrepresented Police Management will be effective April 28, 2023 consistent with the effective date of the CalPERS Contract Amendment.



## 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



## RECOMMENDATION

1. Approve and Adopt the Resolution of Intention 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 RPAA members and implement a cost-sharing provision of 4.5% for RPOA and RPOA Supervisory.
2. Introduce and subsequently adopt the Ordinance to amend the contract between CalPERS and the City of Riverside for the implementation of the cost-sharing provisions for the Police groups.



7

RiversideCA.gov