

On January 9, 2019, the Finance Committee received an update and additional information on the CalPERS Fresh Start Program.

On February 13, 2019, the Finance Committee received an update on City staff's progress on the CalPERS Challenge.

DISCUSSION:

As discussed during the City's FY 2018-2020 Budget presentations, the City is facing rising CalPERS costs that are presenting significant financial challenges. Staff from the Finance Department, Human Resources Department and the City Manager's Office meet regularly to discuss the CalPERS Challenge.

City staff presents monthly updates to the Finance Committee on the CalPERS Challenge. The staff reports (excluding related attachments) for the Finance Committee updates that have taken place since the November 29, 2018 BEC meeting are attached. These reports provide a concise summary of CalPERS Challenge discussions and progress to date. Complete staff reports and related attachments, as well as Finance Committee videos of the presentations and ensuing discussions, can be accessed through City's website at:

<https://riversideca.legistar.com/Calendar.aspx>.

Collective Bargaining and Representation of Employees

The City maintains a strict commitment to collective bargaining which includes the requirement to meet and confer on any changes affecting wages, hours, promotions, benefits, and other employment terms. The City will not engage in activity that may be seen to run counter to the ability of the City and the Unions to communicate openly and honestly during the collective bargaining process, to find solutions that will ultimately benefit the City of Riverside. For simplicity, the City colloquially refers to this commitment as performing in "good faith" with the Unions and unrepresented employees alike.

FISCAL IMPACT:

There is no direct fiscal impact associated with this report.

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Approved by: Lea Deesing, Assistant City Manager

Attachments:

1. December 12, 2018 Finance Committee meeting staff report (excluding related attachments)
2. January 9, 2019 Finance Committee meeting staff report (excluding related attachments)
3. February 13, 2019 Finance Committee meeting staff report (excluding related attachments)