



City of Arts & Innovation

# City Council Memorandum

**TO: HONORABLE MAYOR AND CITY COUNCIL      DATE: DECEMBER 19, 2023**

**FROM: HUMAN RESOURCES DEPARTMENT      WARDS: ALL**

**SUBJECT: REVISIONS TO THE MEMORANDA OF UNDERSTANDING WITH THE RIVERSIDE POLICE OFFICER'S ASSOCIATION UNIT, AND RELATED REVISIONS TO THE FRINGE BENEFIT AND SALARY PLAN – SUPPLEMENTAL APPROPRIATION**

**ISSUE:**

Approve a successor Memoranda of Understanding with the Riverside Police Officer's Association (RPOA) Unit.

**RECOMMENDATION:**

That the City Council:

1. Approve the attached Memoranda of Understanding (MOU) effective January 1, 2024, through December 31, 2024 which incorporate 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 attached thereto; and,
3. With at least five affirmative votes, authorize the Chief Financial Officer or designee, to record supplemental appropriations in applicable personnel accounts in the approximate amounts of \$2.76 million in the General Fund and \$0.41 million in the Measure Z Fund, for a total of \$3.17 million.

**BACKGROUND:**

The City began labor negotiations with the Riverside Police Officer's Association Unit in June of 2023 as the current MOU is set to expire as of December 31, 2023. Labor negotiation meetings continued through November 8, 2023, until a mutual tentative agreement was reached.

**DISCUSSION:**

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

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

| Salary Increase            | Date  |
|----------------------------|---|
| 8% increase to base salary | Year 1: Effective with pay period beginning January 5, 2024, and after City Council approval (whichever occurs later), all members of the bargaining unit shall receive an eight percent (8%) increase to their base salary.  |
| One-time Stipend           | Effective with pay period beginning January 5, 2024, and after City Council approval (whichever occurs later), all members as of the date the payment is made shall receive a one-time non-PERSable stipend payment based on their City of Riverside Sworn years of service: <ul style="list-style-type: none"> <li>• Less than 5 years - \$2,500</li> <li>• 5 years to less than 10 years - \$3,750</li> <li>• 10 years or more - \$5,000</li> </ul> |

**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 contract cost over the one-year term of the MOU for RPOA is approximately \$5.29 million, as follows:

| <b>Fiscal Year</b>   | <b>Fiscal Impact</b>       | <b>Item</b>                     | <b>Amount (millions)</b> |
|--|----------------------------|---------------------------------|--------------------------|
| FY 2023/24   | January 1 – June 30, 2024  | Salary Increase – General Fund  | \$1.69M                  |
|  |                            | Salary Increase – Measure Z     | \$0.41M                  |
|  |                            | One-time Stipend – General Fund | \$1.07M                  |
|  |                            | <b>FY 2023/24 Total</b>         | <b>\$3.17M</b>           |
| FY 2024/25   | July 1 – December 31, 2024 | Salary Increase – General Fund  | \$1.70M                  |
|  |                            | Salary Increase – Measure Z     | \$0.42M                  |
|  |                            | <b>FY 2024/25 Total</b>         | <b>\$2.12M</b>           |
| <b>Total Cost for Contract Term of January 1, 2024 - December 31, 2024</b> |                            |                                 | <b>\$5.29M</b>           |

Upon Council approval, a FY 2023/24 supplemental appropriation will be recorded in applicable personnel accounts in the amounts of \$2.76 million the General Fund and \$0.41 million in the Measure Z Fund, for a total of \$3.17 million. The fiscal impact for FY 2024/25 and all future years will be incorporated into the department’s submissions for those fiscal years to be presented to the City Council for approval.

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/CFO  
 Approved as to form: Phaedra A. Norton, City Attorney

- Attachments:
1. Redlined Comprehensive Memorandum of Understanding for RPOA Unit
  2. Resolution Amending the Fringe Benefits and Salary Plan
    - a. Exhibit A – Amended Fringe Benefits and Salary Plan