



City Council Memorandum

City of Arts & Innovation

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: JANUARY 14, 2025

FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL

SUBJECT: APPROVE SUCCESSOR MEMORANDA OF UNDERSTANDING WITH THE RIVERSIDE POLICE OFFICER'S ASSOCIATION AND THE RIVERSIDE POLICE OFFICER'S ASSOCIATION SUPERVISORY UNITS, 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) and the Riverside Police Officer's Association (RPOA) – Supervisory Units.

RECOMMENDATION:

That the City Council:

1. Approve the attached 3-year Memoranda of Understanding (MOU) effective January 1, 2025, through December 31, 2027 with RPOA and RPOA Supervisory Units 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 the approximate amounts of \$1.20 million in Fiscal Year 2024/25 in the applicable funds and accounts.

BACKGROUND:

The City began labor negotiations with the Riverside Police Officer's Association Units in August of 2024 as the current MOU is set to expire as of December 31, 2024. Labor negotiation meetings continued through December 2024, until a mutual tentative agreement was reached.

DISCUSSION:

The City entered into, and has successfully concluded, labor negotiations with the RPOA and RPOA Supervisory Units. Provisions of the tentative agreement are pending formal RPOA unit

member ratification with the formal member ratification scheduled to occur before January 14, 2025. The tentative agreement reached between the City and the Unions is herein presented for the City Council's approval:

- Labor Contract Period: January 1, 2025 through December 31, 2027.
- Salaries (RPOA and RPOA Supervisory):

Salary Increase	Date
4% increase to base salary	Year 1: Effective with the first pay period following City Council approval, all members of the bargaining unit shall receive a four percent (4%) increase to their base salary.
4% increase to base salary	Year 2: Effective with pay period following January 1, 2026, all members of the bargaining unit shall receive a four percent (4%) increase to their base salary.
5% increase to base salary	Year 3: Effective with pay period following January 1, 2027, all members of the bargaining unit shall receive a five percent (5%) increase to their base salary.

- Benefits and Other Negotiated Provisions:
 - **Deferred Compensation**: For members of the RPOA Unit, effective with the first pay period following City Council approval, the City shall contribute \$50 per month towards a 401A plan for employees who contribute a minimum of \$25 per month to their 457 deferred compensation plan. Starting with the first paycheck in January 2026, the City shall contribute \$75 per month towards a 401A plan for employees who contribute a minimum of \$25 per month to their 457 deferred compensation plan. Starting with the first paycheck in January 2027, the City shall contribute \$100 per month towards a 401A plan for employees who contribute a minimum of \$25 per month to their 457 deferred compensation plan.
 - **Compensatory Time** – Increase the maximum accumulation of compensatory time from 120 hours to 140 hours for RPOA Unit members and from 140 hours to 160 hours for RPOA Supervisory Unit members.
 - Establish a new classification of Chief Pilot under the RPOA Supervisory Unit and align salary to the Police Sergeant classification.
 - Effective with first pay period following January 1, 2027, add an additional step (5%) to the top of the Police Sergeant and Chief Pilot classifications.
 - Other non-financial language clean-up items.

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 three-year term (1/1/2025 through 12/31/2027) of the MOU is approximately \$15.53 million. The cumulative annual fiscal impact of the proposed MOU for RPOA is approximately \$1.20 million in FY 2024/25, \$3.67 million in FY 2025/26, \$6.52 million in FY 2026/27, and \$8.19 million in FY 2027/28. Sufficient funds for the requested supplemental appropriations are available in fund reserves.

Fund	FY 2024/25	FY 2025/26	FY 2026/27	FY 2027/28	4-Fiscal Year Impact
General Fund	\$958,008	\$2,795,531	\$4,977,143	\$6,171,986	\$14,902,668
Measure Z Fund	245,831	877,583	1,547,806	2,017,480	4,688,700
Total Fiscal Impact	\$1,203,839	\$3,673,114	\$6,524,949	\$8,189,466	\$19,591,368

Prepared by: Rene Goldman, Human Resources Director
 Certified as to availability of funds: Kristie Thomas, Financial Director/Assistant Chief Financial Officer
 Approved by: Edward Enriquez, Assistant City Manager/Chief Financial Officer
 Approved as to form: Jack Liu, Interim City Attorney

Attachments:

1. Redlined Comprehensive Memorandum of Understanding for RPOA and RPOA Supervisory Units
2. Resolution Amending the Fringe Benefits and Salary Plan
 - a. Exhibit A – Amended Fringe Benefits and Salary Plan
 - b. Exhibit B - Job Code Table