



REVISIONS TO THE MOUs WITH IBEW (UTILITY AND SUPERVISORY UNITS)

Public Utilities Department

**City Council
September 6, 2016**

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Background

1. Current IBEW MOUs are through Sept 30, 2016
2. Fundamental MOU terms have been agreed upon by the City and IBEW, with "Tentative Agreements" signed
3. MOUs reflect key principles of the new Partnership Compensation Model:
 - a) The City and employees are partners.
 - b) All employees to contribute equitably to their pensions



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Key Terms

1. MOU Contract Period: Oct 1, 2016 through Sept 30, 2021
2. Salaries

Year	Effective Date	Salary Increases
1	Nov 1, 2016	Salary adjustment based on a Benchmark Salary Survey (60 th percentile), with a minimum 1% increase
2	Nov 1, 2017	4% salary increase
3	Nov 1, 2018	4% salary increase
4	Nov 1, 2019	4% salary increase October 2020: Conduct another Benchmark Salary Survey (50 th percentile)
5	Nov 1, 2020	3.5% salary increase OR Salary adjustment based on the 2020 Benchmark Salary Survey – at the discretion of the union, for each class of the benchmark positions

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Key Terms (Continued)

3. Retirement Contributions (Tier 1 employees, who currently pay 0%)

Tier 1 Employees			
Year	Effective Date	Employee Pays	City Pays
1	Currently	0%	8%
2	Nov 1, 2017	2%	6%
3	Nov 1, 2018	4%	4%
4	Nov 1, 2019	6%	2%
5	Nov 1, 2020	8%	0%

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Key Terms (Continued)

4. Health Insurance

Monthly Contributions Paid by the City			
Coverage	Current	Jan 2018 premium	Jan 2019 premium
Employee Only	Fully paid by City	Fully paid by City	Any increase in health insurance premiums divided 50/50 between the City and IBEW employees
Employee + 1	\$845	\$895	
Employee + Family	\$1,155	\$1,255	



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Key Terms (Continued)

5. Retiree Medical: Effective Oct 1, 2016, City's contribution will increase from \$50 to \$100 per month for each active employee, to match contribution amounts for other unions
6. Mandatory Rest Period: Employees on overtime will be placed on a mandatory rest period following a 24-hour period of continuous work
7. Other less substantive changes



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Recommendations

That the City Council:

1. Approve the attached MOUs effective October 1, 2016 through September 30, 2021 and authorize the City Manager or designee to execute; and
2. Adopt the attached Resolution amending the Master Fringe Benefits and Salary Plan to reflect the revised MOU provisions.



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