



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: SEPTEMBER 17, 2024

FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL

SUBJECT: REVISIONS TO THE MEMORANDUM OF UNDERSTANDING WITH THE RIVERSIDE FIREFIGHTERS' ASSOCIATION (RCFA); AND AUTHORIZATION OF \$311,000 SUPPLEMENTAL APPROPRIATION

ISSUE:

Approve revisions to the successor Memorandum of Understanding with the Riverside Firefighters' Association (RCFA) for a contract term of January 1, 2023, through December 31, 2025, that was approved by the City Council on March 28, 2023, and approve a supplemental appropriation of \$311,000.

RECOMMENDATION:

That the City Council:

1. Approve the attached revised Memorandum of Understanding (MOU) for the Riverside Firefighters' Association effective January 1, 2023, through December 31, 2025, which incorporates the negotiated revisions, and authorize the City Manager, or designee, to execute the Memorandum of Understanding on behalf of the City;
2. With at least five affirmative votes, authorize the Chief Financial Officer, or designee, to record a supplemental appropriation in the amount of \$311,000 in fiscal year 2024/25 in the applicable funds and personnel accounts.

BACKGROUND:

The City and the Riverside Firefighters' Association completed labor negotiations in December 2022 as the MOU was set to expire on December 31, 2022. A mutual agreement was reached, and a successor MOU was approved by City Council on March 28, 2023. In July 2024, the City and RCFA met and identified that the language in Section 32, Compensation Study and Salary Compaction, needed further revisions to implement the intended salary adjustments discussed and agreed upon during negotiations.

DISCUSSION:

The successor MOU approved and adopted on March 28, 2023, included new agreed upon provisions associated with the implementation of a compensation study and resolution of existing salary compaction issues between the Firefighter and Fire Engineer classifications. Per the existing MOU language, the City and the Union agreed to adjust the Firefighter classification salary by 3.5%

in July 2023 and 3.5% in July 2024 per a mutually agreed compensation study to raise the classification up to the labor market average. Furthermore, it was agreed to adjust the Fire Engineer salary by 1.5% in January 2024 and 1.5% in January 2025 to address the salary compaction issue with the Firefighter classification. Effective July 2024, a 5% differential was established and will be maintained throughout the term of the contract between the top step Firefighter and bottom step Fire Engineer classifications and the top step Fire Engineer and bottom step Captain classifications, as outlined in the MOU.

The salary compaction issue between the Firefighter and the Fire Engineer classifications stemmed from the loss of Engine Operations pay that occurs when promoting from Firefighter to Fire Engineer. Firefighters with an Engine Operations Certificate receive an additional 3% pay, which is lost upon promotion since the certificate becomes a requirement for Fire Engineers. In order to address the loss of pay upon promotion, the City and the Union agreed to adjust the Fire Engineer salary range by 3% over the course of the MOU. However, the salary survey adjustment in July 2024 only applied to the Firefighter class, and excluded the Fire Engineer and Fire Captain classifications, thus failing to resolve the compaction issue as intended; it was agreed by the City and the Union that this was a mutual oversight. The language revisions to the attached MOU provide the necessary corrections to the intended agreement made during labor negotiations, which was essentially to create a salary differential of 8% between the top of the Firefighter and the bottom of the Fire Engineer salaries. Therefore, it is recommended that this adjustment be processed effective with the first pay period following October 1, 2024, and that item F, the one and one-half percent (1.5%) increase to the Fire Engineer base salary effective January 2025, be removed to properly implement the negotiation terms.

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 impact of the RCFA MOU over the remaining term, ending December 31, 2025, is approximately \$464,000. The fiscal impact of the negotiated revisions is approximately \$311,000 for FY 2024/25 and \$306,000 for FY 2025/26. Upon Council approval, a supplemental appropriation of \$311,000 will be recorded in FY 2024/25 to the applicable personnel accounts in the funds listed below. Sufficient reserves are available in the respective funds to cover the requested appropriations.

Fund	FY 2024/25	FY 2025/26	2-Year Total
101 - General Fund	\$ 297,000	\$ 292,000	\$ 589,000
110 - Measure Z Fund	14,000	14,000	28,000
Total Supplemental Appropriation	\$ 311,000	\$ 306,000	\$ 617,000

The FY 2025/26 fiscal impact will be included in the updated budget for that fiscal year, which will be presented for readoption by the City Council in June 2025.

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/Chief Financial Officer/City Treasurer
Approved as to form: Phaedra A. Norton, City Attorney

Attachments:

1. Comprehensive Memorandum of Understanding for Riverside Firefighters' Association - Redline