



City of Arts & Innovation

# City Council Memorandum

**TO: HONORABLE MAYOR AND CITY COUNCIL      DATE: SEPTEMBER 6, 2022**

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

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

**ISSUE:**

Approve the successor Memoranda of Understanding with the Riverside Police Officer's Association (RPOA) and Supervisory Units.

**RECOMMENDATION:**

That the City Council:

1. Approve the attached Memoranda of Understanding (MOU) effective January 1, 2022, through December 31, 2023, for 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 and Exhibit B 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 \$6,116,000 in Fiscal Year 2022/23 and \$6,152,000 in Fiscal Year 2023/24 in the applicable funds and accounts.

**BACKGROUND:**

The City began labor negotiations with the Riverside Police Officer's Association and the Supervisory Unit in early 2022, as the prior MOU had expired as of December 31, 2021. Labor negotiation meetings continued through August 2022 until a mutual agreement was reached with both units.

**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 September 6,

2022. The tentative agreement reached between the City and the Union is herein presented for the City Council’s approval:

Provisions applicable to both RPOA and RPOA Supervisory:

- Labor Contract Period: January 1, 2022, through December 31, 2023.
- Salaries:

Date	Salary Increase
Year 1: Effective with pay period beginning July 8, 2022, and after City Council approval, all members of the bargaining unit shall receive a five percent (5%) increase to their base salary.	5% increase to base salary
Year 2: Effective the first pay period following July 1, 2023	5.5% increase to base salary
All represented (RPOA and RPOA Supervisory) City employees, as of the date payment is made, will receive a one-time non-PERSable stipend of \$10,000 to be paid with the first pay period following July 1, 2022, or the first pay period after City Council approval, whichever is later.	

- Add Juneteenth Holiday – Administrative revision.
- Retirement: Effective the first pay period following July 1, 2023, represented employees in Retirement Tier 1 shall pay an additional portion of the required employer contribution equal to one-half percent (0.5%) of pensionable income pursuant to the cost-sharing provisions set forth in California Government Code Section 20516(f).

Additional provision applicable to RPOA Unit:

- Life Insurance: The City will increase the amount of City-provided term life insurance from \$10,000 to \$100,000.

Additional provisions applicable to RPOA Supervisory Unit:

- Increase City contribution to the deferred compensation plan to \$335 per month effective after City council approval.
- The RPOA supervisory bargaining unit and the city agree to meet and confer no later than the first quarter of 2023 to discuss a Retiree Health Saving Plan. The purpose of the meeting will be to discuss available options for members to transfer the full pre-tax monetary value of any eligible banked sick time (up to 50%) at the time of retirement from the city, into an individual retirement health savings fund. The items to be discussed will include but are not limited to the potential companies to manage the funds. The establishing of the plan shall be by mutual agreement of the parties.

**STRATEGIC PLAN ALIGNMENT:**

This council item contributes to **Strategic Priority 5 – High Performing Government**, and **Goal 5.1.** – Attract, develop, engage and retain a diverse and highly skilled workforce across the entire City organization.

This action also aligns with each of the City’s Strategic Cross-Cutting Threads as follows:

1. **Community Trust** – Fairly negotiated salaries and benefits provide the City the ability to retain and attract skilled employees that can provide high-quality 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 life of the MOUs is approximately \$12.3 million. The cumulative fiscal impact of the proposed MOUs for RPOA and RPOA-Supervisory are approximately \$6,116,000 in FY 2022/23 and \$6,152,000 in FY 2023/24. Sufficient funds for the requested supplemental appropriations are available in fund reserves in both the General Fund and Measure Z Fund.

<b>Fund</b>	<b>FY 2022/23</b>	<b>FY 2023/24</b>	<b>2-Year Total</b>
General Fund	\$5,005,000	\$5,055,000	\$10,060,000
Measure Z Fund	1,111,000	1,097,000	2,208,000
<b>Total Fiscal Impact</b>	<b>\$6,116,000</b>	<b>\$6,152,000</b>	<b>\$12,268,000</b>

Prepared by: Rene Goldman, Human Resources Director  
 Certified as to availability of funds: Edward Enriquez, Interim Assistant City Manager/Chief Financial Officer/City Treasurer  
 Approved by: Rafael Guzman, Assistant City Manager  
 Approved as to form: Phaedra A. Norton, City Attorney

**Attachments:**

1. Comprehensive Redline Memoranda 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 – RPOA MOU
  - c. Exhibit C – RPOA Supervisory MOU