



MOUs with the Riverside City Firefighters' Association and the Riverside Fire Management Group

Human Resources Department

City Council
July 12, 2016

RiversideCa.gov

TENTATIVE AGREEMENTS

The City reached tentative agreements
with the following units:

1. Riverside City Firefighters' Association
(RCFA) - Representing Firefighters, Fire
Engineers and Fire Captains
2. Riverside Fire Management Group
(RFMG) - Representing Fire Battalion
Chiefs



2

RiversideCa.gov

PARTNERSHIP COMPENSATION MODEL

Core Principals:

1. The City of Riverside Organization and our employees are partners.
2. All employees to contribute some share of their personal California Public Employees' Retirement System (PERS) costs.
3. Salary increases based on a Balanced Revenue Index (BRI) that ties employee raises to actual General Fund performance.



3

RiversideCa.gov

BALANCED REVENUE INDEX (BRI)

1. The Balanced Revenue Index ("BRI") tracks annual changes in the four largest General Fund revenues: Sales Tax, Property Tax, Hotel Tax and Utility Consumption Tax.
2. The model sets salary increases at 50% of BRI increase.
3. The model establishes minimum and maximum salary increase brackets to guard against volatile BRI change.
4. BRI increases are calculated at the end of a fiscal year to determine a salary raise for the following calendar year.

Example: For January 2018, the BRI used would be the actual revenue increases from FY 15/16 to FY 16/17.



4

RiversideCa.gov

SUMMARY OF TERMS

1. Contract Period - 7/1/2016 through 12/31/2021
2. Salaries
 - a. Increases per the Partnership Compensation Model, based on the BRI
 - b. Deferral of 2.5% (RCFA) and 2% (RFMG) of previously negotiated increases
 - c. Incentive pay for years 1/2019 and 1/2020 of 1.5% for RCFA and 1.25% for RFMG



5

RiversideCa.gov

SUMMARY OF TERMS

Salaries (continued)

Year	Date	RCFA		RFMG	
		Salary Increase	Deferral Incentive	Salary Increase	Deferral Incentive
1	07/01/16	Defer 2.5%		Defer 2%	
Years 2 - 5		50% of BRI		50% of BRI	
		Min.	Max.	Min.	Max.
2	01/01/18	2%	4%	2%	4%
3	01/01/19	3%	5%	3%	5%
4	01/01/20	3%	5%	3%	5%
5	01/01/21	2%	4%	2%	4%
6	12/30/21	0		0	



6

RiversideCa.gov

SUMMARY OF TERMS

3. Retirement - Employees in Tier 1 will contribute a total of 8% by the end of the contract

Year	Date	RCFA	RFMG
1	07/01/16	0	0
2	01/01/18	0	0
3	01/01/19	2.5% Employer Portion	2.5% Employer Portion
4	01/01/20	2.5% Employer Portion	2.5% Employer Portion
5	01/01/21	2% Employer Portion	2% Employer Portion
6	12/30/21	1% Employer Portion	1% Employer Portion



7

RiversideCa.gov

SUMMARY OF TERMS

4. Health Insurance - City and employee to split increase in premium cost in 1/2018
5. Step Progression - All merit increases, to be effective upon each 12 months of service



8

RiversideCa.gov

SUMMARY OF TERMS

6. Staffing Reductions

- a. Elimination of positions represented by RCFA and RFMG for two years
- b. Effective 7/1/2018, minimum staffing levels to be restored to original levels.



9

RiversideCa.gov

SUMMARY OF TERMS

7. Holidays

Effective 2019, the Cesar Chavez holiday will be added to the list of authorized holidays.

8. Labor Relations Leave Time

- a. RCFA to receive up to 528 hours per year
- b. RFMG to receive up to 144 hours per year



10

RiversideCa.gov

SUMMARY OF FISCAL IMPACT

	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22	TOTAL
Salaries	\$ (840,207)	\$ (411,138)	\$ 573,415	\$ 1,671,132	\$ 2,406,331	\$ 2,512,294	\$ 5,911,827
Medical, Holiday, Other MOU	\$ 37,000	\$ 37,000	\$ 357,465	\$ 369,512	\$ 382,763	\$ 394,424	\$ 1,578,164
Staffing Reductions	\$ (1,525,348)	\$ (1,525,348)	\$ -				\$ (3,050,696)
Total	\$ (2,328,555)	\$ (1,899,486)	\$ 930,880	\$ 2,040,644	\$ 2,789,094	\$ 2,906,718	\$ 4,439,295
4% Budget Reductions	\$ (2,263,381)	\$ (2,263,381)	\$ -	\$ -	\$ -	\$ -	\$ (4,526,762)
Net (Savings) /Cost	\$ (65,174)	\$ 363,895	\$ 930,880	\$ 2,040,644	\$ 2,789,094	\$ 2,906,718	\$ 8,966,057

Upon completion of all bargaining group negotiations, staff will return to City Council with an update on the Five-Year Plan



11

RiversideCa.gov

RECOMMENDATION

That the City Council:

1. Approve the MOUs effective July 1, 2016 through December 31, 2021, which incorporate the negotiated revisions, and authorize the City Manager, or his designee, to execute the Memoranda of Understanding on behalf of the City; and
2. Adopt the attached Resolution amending the Master Fringe Benefits and Salary Plan to reflect the revised MOU provisions.



12

RiversideCa.gov