



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: JULY 20, 2021

FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL

SUBJECT: ONE-YEAR EXTENSION TO THE MEMORANDA OF UNDERSTANDING WITH THE RIVERSIDE CITY FIREFIGHTERS' ASSOCIATION AND THE RIVERSIDE FIRE MANAGEMENT GROUP, AND RELATED REVISIONS TO THE FRINGE BENEFIT AND SALARY PLAN

ISSUE:

Approval of a side letter one-year agreement extension to the current Memoranda of Understanding with the Riverside City Firefighters' Association (RCFA) and the Riverside Fire Management Group (RFMG) Units.

RECOMMENDATION:

That the City Council:

1. Approve a side letter one-year extension to the current Memoranda of Understanding (MOUs) with RCFA and RFMG through December 31, 2022, status quo with no changes to any of the operative terms and conditions of employment, including, but not limited to salaries and benefits;
2. Authorize the City Manager, or his designee, to execute the extension side letter on behalf of the City;
3. Adopt the attached Resolution amending the Master Fringe Benefits and Salary Plan to update outdated information under Section 7 (Exhibit A)

BACKGROUND:

The City entered into and has successfully concluded labor negotiations with the RCFA and RFMG units. If approved, the side letter agreements with the Fire units would extend the current MOUs through December 31, 2022.

The side letters extend all terms and conditions of the current RCFA and RFMG MOUs at the status quo with no changes to the operative terms and conditions of employment, including, but not limited to, members' salaries and benefits.

The RCFA unit ratified this agreement on May 18, 2021, and the RFMG unit ratified on June 1, 2021, with their respective membership.

FISCAL IMPACT:

There is no fiscal impact associated with this recommendation.

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

Attachments:

1. Side letter Agreement to the MOU for RCFA and RFMG
2. Resolution Amending the Fringe Benefits and Salary Plan
 - a. Exhibit A – Amended Fringe Benefits and Salary Plan