



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: JANUARY 6, 2026

FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL

SUBJECT: REVISIONS TO THE MEMORANDUM OF UNDERSTANDING WITH THE RIVERSIDE FIREFIGHTERS' ASSOCIATION (RCFA) AND REVISIONS TO THE MEMORANDUM OF UNDERSTANDING WITH THE RIVERSIDE FIRE MANAGEMENT GROUP (RFMG); AND ADOPT A RESOLUTION FOR RELATED REVISIONS TO THE MASTER FRINGE BENEFIT AND SALARY PLAN – SUPPLEMENTAL APPROPRIATION

ISSUE:

Approve a successor Memorandum of Understanding with the Riverside Firefighters' Association and the Riverside Fire Management for a contract term of January 1, 2026, through December 31, 2026.

RECOMMENDATION:

That the City Council:

1. Approve the attached Memorandum of Understanding (MOU) for the Riverside Firefighters' Association effective January 1, 2026, through December 31, 2026, which incorporate the negotiated revisions, and authorize the City Manager, or designee, to execute the Memorandum of Understanding on behalf of the City;
2. Approve the attached Memorandum of Understanding (MOU) for the Fire Management Group effective January 1, 2026, through December 31, 2026, which incorporate the negotiated revisions, and authorize the City Manager, or designee, to execute the Memorandum of Understanding on behalf of the City;
3. 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
4. With at least five affirmative votes, authorize the Chief Financial Officer, or designee, to record supplemental appropriations in the approximate amounts of \$1,530,192 in fiscal year 2025/26 in the applicable funds and accounts.

BACKGROUND:

The City began labor negotiations with the Riverside Firefighters' Association in September 2025 as the MOU was set to expire December 31, 2025. Labor negotiation meetings continued through mid-December 2025, until a mutual agreement was reached. The City also began labor negotiations with the Riverside Fire Management Group in December 2025, until a mutual agreement was reached.

DISCUSSION:

The City entered into, and has successfully concluded, labor negotiations with the Riverside Firefighters' Association and the Riverside Fire Management Group. Provisions of the tentative agreements have been ratified by both RCFA and RFMG members as of the date of this council meeting. The tentative agreements reached between the City and the Unions is herein presented for the City Council's approval.

RCFA - SUMMARY OF TERMS

- Labor Contract Period: January 1, 2026, through December 31, 2026.
- Salaries and One-time Stipend:

Date	Salary Increase
Year 1: Effective the pay period beginning January 2, 2026.	4% increase to base salary
All represented Riverside Firefighters' Association City employees, as of the date payment is made, will receive a one-time non-PERSable stipend of \$2,500 to be paid with the January 2, 2026 pay period.	

- Deferred Compensation: The City will contribute \$100 per month toward the employee's deferred compensation plan provided the employee contributes a minimum of \$25 per month effective with pay period following City Council approval.
- Other changes: Additional miscellaneous changes have been made to non-economic terms throughout the contract, as reflected in the attached, red-lined MOU.

FIRE MANAGEMENT GROUP SUMMARY OF TERMS

- Labor Contract Period: January 1, 2026 through December 31, 2026.
- Salaries and One-time Stipend:

Date	Salary Increase
Year 1: Effective the pay period beginning January 2, 2026.	4% increase to base salary
All represented Riverside Fire Management Group City employees, as of the date payment is made, will receive a one-time non-PERSable stipend of \$2,500 to be paid with the January 2, 2026 pay period.	

- Deferred Compensation: The City will contribute an additional \$100 per month, total \$350 per month, toward the employee's deferred compensation plan provided the employee contributes a minimum of \$50 per month effective with pay period following City Council approval.
- Other changes: Additional miscellaneous changes have been made to non-economic terms throughout the contract, as reflected in the attached, red-lined MOU.

FISCAL IMPACT:

The total cost over the 1-year life of the MOUs and the updated Master Fringe Benefits and Salary Plan is approximately \$2.50 million including \$2.315 million General Fund and \$183,818 Measure Z. The cumulative fiscal impact of these adjustments through FY 2028/29 is approximately \$7.33 million, including \$6.78 million General Fund and \$549,832 Measure Z. Upon Council approval a supplemental appropriation will be recorded in the amount of \$1,419,309 in the General Fund and \$110,883 in Measure Z for FY 2025/26. Sufficient funds for the requested supplemental appropriations are available in fund reserves.

Fund	FY 2025/26	FY 2026/27	FY 2027/28	FY 2028/29	4-Fiscal Year Impact
General Fund	\$1,419,309	\$1,789,752	\$1,788,386	\$1,786,042	\$6,783,489
Measure Z	110,883	145,870	146,386	146,693	549,832
Total Fiscal Impact	\$1,530,192	\$1,935,622	\$1,934,772	\$1,932,735	\$7,333,321

Prepared by: Miriana Gonzalez, Deputy Human Resources Director
 Approved by: Rene Goldman, Human Resources Director
 Certified as to availability of funds: Kristie Thomas, Chief Financial Officer
 Approved by: Edward Enriquez, Assistant City Manager/City Treasurer
 Approved as to form: Rebecca McKee-Reimbold, Interim City Attorney

Attachments:

1. Comprehensive Memorandum of Understanding for Riverside Firefighters' Association
2. Comprehensive Memorandum of Understanding for Riverside Fire Management Group
3. Resolution Amending the Fringe Benefits and Salary Plan
 - a. Exhibit A – Amended Fringe Benefits and Salary Plan
 - b. Exhibit B – Salary Schedule Effective January 2, 2026