



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: APRIL 8, 2025

FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL

SUBJECT: ADOPT REVISIONS TO THE MEMORANDUM OF UNDERSTANDING WITH THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW), UTILITY FIELD AND SUPERVISORY UNITS; AND RELATED REVISIONS TO THE FRINGE BENEFIT AND SALARY PLAN

ISSUE:

Approve the successor Memoranda of Understanding with the International Brotherhood of Electrical Workers, Utility Unit and International Brotherhood of Electrical Workers, Supervisory Unit.

RECOMMENDATION:

That the City Council:

1. Approve the attached Memoranda of Understanding (MOUs) with the IBEW Local 47 Utility Field and Supervisory units effective January 1, 2025, through December 31, 2027, which incorporate the negotiated revisions, and authorize the City Manager, or designee, to execute the Memoranda of Understandings on behalf of the City; and
2. Adopt the attached Resolution amending the Master Fringe Benefits and Salary Plan to reflect the new MOU provisions for IBEW employees as outlined in Exhibit A and Exhibit B attached thereto.

BACKGROUND:

The City began labor negotiations with the International Brotherhood of Electrical Workers, Utility Unit and International Brotherhood of Electrical Workers, Supervisory Unit in October 2024 before the expiration of the former MOUs on December 31, 2024. Labor negotiation meetings continued through February 2025, until a mutual agreement was reached.

DISCUSSION:

IBEW FIELD AND SUPERVISORY UNITS SUMMARY OF TERMS

The City entered into and has successfully concluded labor negotiations with the IBEW Field and Supervisory Units. Provisions of the tentative agreements have been ratified by the union in February 2025, and are herein presented for the City Council’s approval:

- Salaries:

Date	Salary Increase
Year 1: Effective the first pay period following City Council approval of the MOU.	4% increase to base salary
Year 2: Effective the first pay period following July 1, 2026	4% increase to base salary
Year 3: Effective the first pay period following July 1, 2027	4.75% increase to base salary
<p>The City will conduct and complete a salary survey within six (6) months of the City Council approval of the MOU. The salary survey will be conducted for 15 Water classifications in the field unit and will be based at the 58th percentile. The City and the union have mutually agreed to include the following 8 agencies: Glendale, Long Beach, Burbank, Anaheim, Los Angeles Department of Water and Power, Eastern Municipal Water District, Western Municipal Water District and Irvine Ranch Water District. The union shall have 2 committee members be part of the process. Any implementation of the salary survey will be effective within two pay periods after the City and the union come to an agreement on the survey findings, but no earlier than July 1, 2025.</p>	

- Deferred Compensation (Field Unit only): The City will contribute \$75 per month toward the employee’s 401A deferred compensation plan provided the employee contributes a minimum of \$25 per pay period effective two pay periods after City Council approval of the MOU.
- Health Insurance: City contribution amounts towards health insurance will increase as noted below effective two pay periods after City Council approval of the MOU.

Employee Only: \$50/month increase
 Employee +1: \$75/month increase
 Employee + Family: \$75/month increase

Any health premium increases that occur with the first paycheck in December for January premiums will continue to be equally divided between the City and the employees, with increases varying depending on individual employee coverage plan.

- Dental Insurance: Effective two pay periods following City Council approval of this MOU, the dental contribution will increase to \$85.00 per month.
- Shift Differential: Increase to shift differential effective with the first pay period following City Council approval as follows: Swing Shift \$2.00/hr. and Graveyard Shift \$2.50/hr.
- Bilingual Pay: Increase to bilingual pay effective with the first pay period following City Council approval to \$100 per month.
- Rubber Gloving Incentive Pay: Employees in eligible positions to receive a 4.875% rubber gloving additional pay effective after employees meet necessary requirements outlined in MOU.
- Certification Pay: The provision has been in place and referenced only under the Fringe Benefits and Salary Plan, this is now incorporated into the MOU. Water employees who

have completed the State Water Resources Control Board certification requirements will receive a one time \$750 stipend for each grade above minimum requirements.

- Other changes: Additional miscellaneous changes have been made to non-economic terms throughout the contract, as reflected in the attached red-lined MOUs.

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 fiscal impact of the IBEW MOU for the term of January 1, 2025 - December 31, 2028, is \$9.01 million for Field Staff, and \$1.78 million for Supervisors for a total of \$10.79 million. The total cost of the MOUs will be \$17.8 million over the course of the Electric and Water Fund Five Year Financial Plan Term of July 1, 2024 - June 30, 2029. There are sufficient funds available in the Electric and Water Fund personnel budgets due to salary savings to absorb the FY 2024/25 MOU increases of \$343,061 and \$150,107, respectively.

Electric and Water Fund Five-Year Fiscal Impact:

Fund	MOU	FY 2024/25	FY 2025/26	FY 2026/27	FY 2027/28	FY 2028/29	Fund Total
510 Electric	FIELD	\$283,031	\$1,332,189	\$2,118,254	\$3,067,856	\$3,067,856	\$9,869,185
510 Electric	Supervisor	\$60,030	\$280,554	\$448,516	\$649,151	\$649,151	\$2,087,402
Total Cost to the Electric Fund							\$11,956,587

Fund	MOU	FY 2024/25	FY 2025/26	FY 2026/27	FY 2027/28	FY 2028/29	Fund Total
520 Water	FIELD	\$129,687	\$611,511	\$1,058,643	\$1,594,105	\$1,594,105	\$4,988,051
520 Water	Supervisor	\$20,420	\$97,078	\$179,779	\$279,400	\$279,400	\$856,077
Total Cost to the Water Fund							\$5,844,128

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
 Approved as to form: Jack Liu, Interim City Attorney

- Attachments:
1. Comprehensive Redlined Memoranda of Understanding for IBEW Field and Supervisory Units.
 2. Resolution Amending the Fringe Benefits and Salary Plan
 - a. Exhibit B – Amended Fringe Benefits and Salary Plan