

1 RESOLUTION NO.

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
3 RIVERSIDE, CALIFORNIA, AMENDING RESOLUTION NO.  
4 21052 AND THE MASTER FRINGE BENEFITS AND SALARY  
5 PLAN TO RETROACTIVELY APPROVE UPDATED SALARY  
6 SCHEDULES FROM 2019 THROUGH 2025 FOR IMPACTED  
7 UNREPRESENTED CLASSIFICATIONS TO COMPLY WITH  
8 CALPERS SALARY REPORTING REQUIREMENTS PER  
9 CALIFORNIA CODE OF REGULATIONS SECTION 570.5;  
10 APPROVE CHANGES TO UNREPRESENTED  
11 CLASSIFICATIONS' BARGAINING GROUP; AND APPROVE  
12 CHANGES TO THE FIRE CHIEF BENEFITS TO CONTINUE  
13 PARTICIPATION IN THE FIRE UNION RETIREMENT  
14 MEDICAL TRUST FUND.

15 WHEREAS, on October 4, 2005, Resolution No. 21052 was adopted by the City Council  
16 thereby adopting the Master Fringe Benefits and Salary Plan ("FBSP"); and

17 WHEREAS, the FBSP includes the fringe benefits and salary plans for City employees;  
18 and

19 WHEREAS, the FBSP has been amended several times to update the benefits and salaries;  
20 and

21 WHEREAS, upon recent review of the City's Publicly Available Pay Schedule by  
22 CalPERS, CalPERS determined that the current structure of the salary ranges for Unrepresented  
23 classifications that have an associated merit-based salary range was not in compliance with  
24 California Code of Regulations Section 570.5; and

25 WHEREAS, the City and CalPERS met to discuss a resolution to implement the City's  
26 historical intention to make merit-based salary range pay CalPERS reportable for each  
27 position/title assigned to the merit salary range; and

28 WHEREAS, CalPERS provided guidance and direction to the City to meet compliance  
requirements, which requires the City to further define the current salary range structure into one  
combined salary range with a defined minimum and maximum salary; and

WHEREAS, the Job Code Table, attached hereto and incorporated herein as Exhibit "A,"  
provides the list of impacted Unrepresented classifications in the City's salary plan for which the  
salary range will need to be adjusted to meet the CalPERS reporting requirements and also reflects

1 the change in bargaining group from Management or Professional to the Senior Management  
2 Group; and

3 WHEREAS, in addition to these adjustments, the City must also retroactively correct salary  
4 ranges for a number of Unrepresented classifications, dating back to 2019, to ensure recently  
5 retired employees' pension benefits are accurately calculated to reflect their corresponding rate of  
6 pay, per California Code of Regulations Section 570.5, so the City has retained salary schedules  
7 for the preceding minimum of not less than five years; and

8 WHEREAS, the following retroactive salary schedules are attached hereto as Exhibit "B"  
9 and incorporated herein:

- 10 • Salary Schedule effective January 11, 2019;
- 11 • Salary Schedule effective January 10, 2020;
- 12 • Salary Schedule effective January 8, 2021;
- 13 • Salary Schedule effective February 4, 2022;
- 14 • Salary Schedule effective July 8, 2022;
- 15 • Salary Schedule effective July 7, 2023;
- 16 • Salary Schedule effective August 4, 2023;
- 17 • Salary Schedule effective January 5, 2024;
- 18 • Salary Schedule effective July 5, 2024;
- 19 • Salary Schedule effective January 3, 2025;
- 20 • Salary Schedule effective July 4, 2025; and
- 21 • Salary Schedule effective August 1, 2025; and

22  
23 WHEREAS, revisions to the Master Fringe Benefits and Salary Plan, Section 17(c) –  
24 Health Insurance for Retirees, attached hereto and incorporated herein as Exhibit "C," are needed  
25 to extend and allow the Fire Chief to continue participation in retiree medical trust fund  
26 administered by the Riverside Fire Management Association; and

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1 WHEREAS, all CalPERS items contained in the staff report for this item are  
2 administratively necessary to implement the City's intent to report base salary as pensionable  
3 compensation; and

4 WHEREAS, these changes do not result in any increase or change current or past salary  
5 and special compensation costs incurred by the City.

6 NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Riverside, as  
7 follows:

8 Section 1: Resolution No. 21052 and the Master Fringe Benefits and Salary Plan are  
9 hereby amended to 1) provide the list of impacted Unrepresented classifications in the City's salary  
10 plan for which the salary range will need to be adjusted to meet the CalPERS reporting  
11 requirements and also reflect the change in bargaining group from Management or Professional to  
12 the Senior Management Group; 2) retroactively update the salary schedules from 2019 through  
13 2025 for impacted Unrepresented classifications to comply with CalPERS salary reporting  
14 requirements per California Code of Regulations Section 570.5, so the City has retained salary  
15 schedules for the preceding minimum of not less than five years; and 3) approve changes to the  
16 Fire Chief benefits to allow continued participation in the Fire Union retirement medical fund, all  
17 as set forth in Exhibit "A," Exhibit "B," and Exhibit "C" attached hereto and incorporated herein  
18 by reference.

19 Section 2: Authorize the City Manager, or designee, to make minor, non-substantive  
20 changes to the Master Fringe Benefits and Salary Plan and any related policies, procedures or  
21 documents necessary to implement these provisions.

22 Section 3: The provisions of this resolution shall be operative upon adoption.

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ADOPTED by the City Council this \_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
PATRICIA LOCK DAWSON  
Mayor of the City of Riverside

Attest:

\_\_\_\_\_  
DONESIA GAUSE  
City Clerk of the City of Riverside

I, Donesia Gause, City Clerk of the City of Riverside, California, hereby certify that the foregoing resolution was duly and regularly adopted at a meeting of the City Council of said City at its meeting held on the \_\_\_\_ day of \_\_\_\_\_, 2025, by the following vote, to wit:

- Ayes:
- Noes:
- Absent:
- Abstain:

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of Riverside, California, this \_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
DONESIA GAUSE  
City Clerk of the City of Riverside