



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: OCTOBER 21, 2025

FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL

SUBJECT: REVISIONS TO THE MASTER FRINGE BENEFITS AND SALARY PLAN TO IMPLEMENT THE SALARY ADJUSTMENTS RETROACTIVE TO AUGUST 1, 2025 TO THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW) UTILITY FIELD AND SUPERVISORY WATER CLASSIFICATIONS BASED ON CITY AND UNION AGREED UPON WATER SALARY SURVEY, INCLUDING SALARY ADJUSTMENTS TO MANAGEMENT CLASSIFICATIONS DUE TO SALARY COMPACTION; APPROVE THE CREATION OF THE CLASSIFICATION FOR PRINCIPAL INTELLIGENCE ANALYST AND SALARY RANGE; DELETION OF NON-UTILIZED CLASSIFICATIONS AND APPROVAL OF RELATED SUPPLEMENTAL APPROPRIATION.

ISSUE:

Approve revisions to the Master Fringe Benefits and Salary Plan to approve the salary adjustments retroactive to August 1, 2025 to the International Brotherhood of Electrical Workers (IBEW) utility field and supervisory water classifications based on agreed implementation of water salary survey, including salary adjustments to Management classifications due to compaction; approve the creation of the classification for Principal Intelligence Analyst and salary range; approve deletion of non-utilized classifications and approval of related supplemental appropriation.

RECOMMENDATION:

That the City Council:

1. Approve the salary adjustments retroactive to August 1, 2025 to the IBEW, utility field and supervisory water classifications based on agreed implementation of water salary survey and salary adjustments to Management classifications due to compaction;
2. Approve the creation of Principal Intelligence Analyst classification and corresponding salary range;
3. Approve the deletion of non-utilized classifications;
4. Adopt the attached Resolution amending the Master Fringe Benefits and Salary Plan to implement the salary adjustments as outlined in Exhibit A thereto; and
5. With at least five affirmative votes, authorize the Chief Financial Officer or designee to record supplemental appropriations in the approximate amount of \$992,232 in fiscal year 2025/26 in the applicable accounts in the Water Fund.

DISCUSSION:

IBEW Water Salary Survey

The 2025-2027 Memoranda of Understanding with the IBEW, Utility Unit and Supervisory Unit, the City and IBEW agreed to conduct a salary survey specific to 18 water classifications. A Classification and Compensation Consultant, Public Sector Personnel Consulting, was enlisted to conduct the salary survey which was completed in June 2025. The City and the Union met and conferred over the results of the survey and came to an agreement to implement 80% of the salary survey findings. The implementation of the salary survey will ensure the City's water classifications remain competitive for attraction and retention purposes, which will have an overall positive impact for the water operations of the Riverside Public Utilities Department. The implementation of the salary survey will be applied retroactively to August 1, 2025. In addition to the IBEW salary adjustments, there are two Management classifications that will need to be adjusted to maintain the required minimum 10% salary differential between the closest subordinate class and the reporting Management class, as outlined in the Fringe Benefits and Salary Plan Section 5(m)1. The Management classifications include the Utilities Assistant Water Superintendent and the Utilities Water Superintendent. Exhibit C attached to this report provides the salary survey findings and agreed salary adjustments.

Principal Intelligence Analyst

The Riverside Fire Department submitted a request to create a new managerial classification to oversee the Safety and Tribal Regional Analysis Center (STRAC), the Inland Empire's multi-agency all-hazards/all-crimes fusion center. The STRAC provides comprehensive strategic and tactical analytic support, products, information sharing and training to first responders and tribal nations in the Inland Empire (Riverside and San Bernardino Counties). This new classification will be assigned the title of Principal Intelligence Analyst and it will be funded via a grant provided by the Homeland Security Grant Program – Urban Area Security Initiative grant. The Principal Intelligence Analyst will be the manager class within the Intelligence Analyst series and will be responsible for management of daily operations to include all programs and personnel assigned to the Safety and Tribal Regional Analysis Center (STRAC) along with ensuring information, support, and services are timely and relevant to partners within the region. The Human Resources Department conducted a study utilizing an external market basket to identify comparable classifications and to establish a benchmark for salary placement; refer to Exhibit D. The recommendation is for salary placement to be 10% above the existing Supervising Intelligence Analyst classification. This classification will be in the unrepresented Management employee group. The new classification and salary range is illustrated below:

Job Code	Classification Title	Proposed Monthly Salary Range
New	Principal Intelligence Analyst (BU 10 – Management)	\$7,997 - \$10,138

Deletion of Non-utilized Classifications:

The Human Resources department regularly reviews City classifications to determine if certain classifications are no longer needed or utilized. After consulting with the respective City department and Union, the City has identified the classifications below to be deleted from the City classification plan. With agreement from the IBEW Local #47 – Utility Unit the Utilities Electric Field Helper classification will no longer be utilized and therefore will be deleted from the classification plan. In addition, the Assistant Police Chief and Senior Museum Curator classifications are also not being utilized and will be deleted from the classification plan.

Job Code	Delete Non-Utilized Classifications
2358	Assistant Police Chief (BU 07- Sr. Management)
3770	Utilities Electric Field Helper (BU 35 – IBEW)
6150	Senior Museum Curator (BU 15 – Professional)

FISCAL IMPACT:

The total fiscal impact of the IBEW Water Salary Survey is approximately \$992,232 in fiscal year 2025/26, \$1,125,732 in fiscal year 2026/27, and \$1,170,762 in fiscal year 2027/28 within the Water Fund. Upon Council approval a supplemental appropriation in the amount of \$992,232 for Fiscal Year 2025/26 will be recorded in the Water Fund. Fiscal Years 2026/27 and 2027/28 will be included in the budget to be approved by Council in June 2026. This estimate assumes all positions are filled and are within the top range but actual costs are likely to be slightly lower because of staff vacancies and placement within the salary schedule.

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: Rebecca McKee-Reimbold, Interim City Attorney

Attachments:

1. Resolution Amending the Fringe Benefits and Salary Plan
 - a. Exhibit A –Job Code Table
 - b. Exhibit B – Amended Fringe Benefits and Salary Plan
 - c. Exhibit C – IBEW Water Salary Survey
 - d. Exhibit D – Principal Intelligence Analyst Salary Survey