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**TENTATIVE AGREEMENT BETWEEN  
THE CITY OF RIVERSIDE  
AND  
SERVICE EMPLOYEES' INTERNATIONAL UNION  
LOCAL 721**

**May 6, 2011**

The terms of this Tentative Agreement between the City of Riverside, hereinafter the "City" and Service Employees' International Union, hereinafter the "Union", are applicable to both the General and Refuse bargaining units, which are both employee groups represented by the Union. The terms of this TA will supersede their respective MOU's where the two documents are in conflict and become part of a new successor comprehensive MOU. The 2009 special agreement applicable to the General Unit will not remain as part of the successor General Unit MOU.

THEREFORE, the City and the Union agree to the following terms that are subject to approval by the City Council:

1. The successor MOU will extend the term of the MOU's by two (2) years beginning on July 1, 2011 and ending on June 30, 2013.
2. Bargaining Unit employees newly hired after approval of this Agreement and execution of a forthcoming CalPERS resolution shall pay 100% of the employee's normal contribution (currently 8% of compensation) to CalPERS for retirement benefits.
3. Bargaining Unit employees newly hired after approval of this Agreement and execution of a forthcoming CalPERS contract amendment shall have their CalPERS final compensation calculated as the average of the three (3) highest years.
4. Bargaining unit employees on paid status shall pay their own monthly contribution (.25% of total compensation) to the SEIU/City of Riverside Fund for Retirees through a bi-weekly payroll deduction.

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5. Should employees in the following positions: Management I, Management II, Confidential, Unrepresented, or Executive employees receive across the board enhancements to existing salary ranges or other compensation enhancements from July 1, 2011 until June 30, 2013, a like increase will be provided to employees represented by Union. If the compensation increase provided to employees in the above positions is unique to those employees and therefore cannot be afforded to employees represented by Union, the employees represented by Union shall receive a comparable increase in compensation in a form to be determined by the parties. If the parties are unable to agree on the form, it shall be provided in the form of a salary increase of equal value to the compensation increase afforded employees in the above groupings.
6. Before any layoff of full-time bargaining unit employees takes effect, the City will honor all requests to meet and confer regarding the impacts of such intended layoffs. Management will fully consider all alternatives to layoffs as presented by the Union at these meet and confer sessions.
7. The City has exercised its discretion to recruit for open positions by first seeking internal applications. This approach was designed to provide broader placement opportunities for employees who might otherwise be exposed to layoffs. The City proposes to allow laid off employees to apply for these internal recruitments for a 12-month period following their layoff from the City workforce.

Representatives of the City and of SEIU have met in good faith exchanging ideas and proposals and have mutually agreed to the above terms to be jointly recommended to the City Council for approval.

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