

Raise Up Riverside City

Tentative Agreement Summary Effective July 1, 2016 - June 30, 2020*



\$1,500 in Bonuses by July 1, 2017 and 6% to 15% Raises Over the Life of the Contract

Sick Time Hours Will Now be Counted Towards Receiving Overtime Pay

Paid Cesar Chavez Holiday Starting in 2019

2 "Exception Days" Per Year

We did it! After hard-fought contract negotiations, we've reached a Tentative Agreement on an excellent four-year contract that raises up Riverside City.

Over the last few months you stood strong and united with your fellow City of Riverside frontline workers to make it very clear that the City must make the investments in frontline workers and the communities we serve. You made your voice heard at City Hall and at your worksites to make this day a reality.

Your resilience has delivered a package that we can all be proud of and puts the City of Riverside on track to protect and strengthen the middle class, and restore vital community services.

Your bargaining committee congratulates you for your determination in delivering this agreement and recommends a YES vote.



Tentative Agreement Overview

Salaries and CalPERS

Effective Date	Increases
Upon Signing	\$750 bonus
7/1/17	\$750 bonus
1/1/18	2-4% raises based on Revenue Sharing Model (2% min. raise)
1/1/19	3-6% raises based on Revenue Sharing Model; 1% employee PERS pick up <i>Tier 1 min. raise: 2%; max raise: 5% (after 1% CalPERS employee contribution)</i> <i>Tier 2 & 3 min. raise: 3%; max raise: 6%</i>
1/1/20	3-5% raises based on Revenue Sharing Model; 1% employee PERS pick up <i>Tier 1 min. raise: 2%; max raise: 4% (after 1% CalPERS increase employee contribution)</i> <i>Tier 2 & 3 min. raise: 3%; max raise: 5%</i>

Health Benefits

Your Bargaining Team and the pressure you put on City Hall was effective in winning an increase in employer contributions starting **Dec. 2016 until Dec. 2017** to offset the shared costs in the latter years of the contract. The City was determined to not increase employer contributions but ultimately caved in to your pressure. No other Riverside City union won an increase in employer contributions in the first year of the contract.

Effective Date	Contribution
12/16	Increase in Employer contribution according to amounts: Single = +\$30/month = \$645 total contribution Employee + 1 = +\$40/month = \$915 total contribution Family = +\$55/month = \$1155 total contribution

Continued on other side

*Subject to finalizing MOU language

Continued from other side

Effective Date	Contribution
12/17	No increase in employer contribution Single = \$645 Employee + 1 = \$915 Family = \$1155
12/18	50/50 shared cost of increase in medical premium between employer and employees (<i>same deal as Police, Fire, and IBEW</i>).
12/19	50/50 shared cost of increase in medical premium between employer and employees (<i>same deal as Police, Fire, and IBEW</i>).

Shift Differential

Increase swing shift differential from \$1.50 to \$1.65.
Increase grave shift differential from \$1.75 to \$2.00.

Classification and Compensation Study Finalized by End of Contract

SEIU Local 721 members will have a voice at the table to fight for greater pay equity.

Class and Comp study Sewer Division classifications finalized within 6 months of approval of MOU; Union will meet and confer to discuss study which will include a reopener on wages.

Flex Schedule

Flex schedule requests will not be unreasonably denied.

Overtime Calculation

Sick time hours will now be counted towards receiving overtime pay.

Safety Footwear

Increase in boot allowance from \$150 to \$250.

Acting Pay

Automatic promotion if taking on duties of higher classification for a period of more than 18 months; must meet qualifications, no incumbent, budgeted vacant position available.

Union security language in the event Agency Shop gets overruled.

Promotional Opportunities

City candidates to be screened for minimum qualifications of job descriptions for promotional opportunities; external candidates may be screened for additional criteria.

Park Maintenance Worker I's promoted to Park Maintenance Worker II after 3 years of satisfactory service; all time worked in Park Maintenance Worker I will be credited toward 3-year requirement.

Standby Pay

Increase in standby pay to 2 hours.

Holiday Pay

Holiday pay to reflect scheduled hours: 8 hours = 8 hours holiday pay, 10 hours = 10 hours holiday pay.

Merit Pay

Merit increase for new hires effective at 12 months instead of 6 months; does not affect current employees.

Overtime Pay

Meet and confer 18 months following approval of MOU on overtime issues.

New Holiday and Time Off

Cesar Chavez Holiday effective 2019.

Two Exception Days per year to be utilized at the employee's request.

Notifications and Stewards

Stewards copied on email confirmations for release time.

Retiree Medical Fund

Union and City will meet within 90 days to review Retiree Health Insurance Fund.

Class Specific Step Changes

Park Maintenance Worker II assigned to rose garden or bowling green will no longer receive additional salary step.

Custodian assigned to open City Hall will no longer receive additional step.

Employee's required to use Class A license and not required by job description will receive additional step.

Wastewater Collections Systems Tech I/II operating TV camera truck to receive additional step.