



City of Riverside  
Human Resources Department  
*January 18, 2012*



# LABOR UPDATES

## Tentative Agreement reached with the Police Unit

RPOA – The City and the Police Unit represented by the Riverside Police Officer’s Association have reached a tentative agreement on a new Memorandum of Understanding. The Police Unit labor agreement expired on July 1, 2009, which was during the height of the economic melt-down and the Police Unit remained without a contract since that time. As if the economic downturn wasn’t enough, the City got hit with projections last year related to pension costs that showed those costs skyrocketing beyond sustainable levels. However, despite these obstacles the RPOA and the City were able to hammer out a deal. Most importantly they did so by working cooperatively and amicably in negotiations which greatly improved labor relations between the City and the RPOA.

The tentative agreement was taken to the membership by the RPOA to be ratified and the final results, which were tallied on January 17, 2012, showed that RPOA members voted overwhelmingly in favor of the deal. The deal covers a three year period and changes some of the pension benefits for new hires. It also provides additional benefits to Police Unit members as well as some cost saving measures for the City. Overall it is a responsible deal that takes into consideration these trying economic times. The RPOA bargaining team did a wonderful job working with the City’s bargaining team to work through some very tough issues. Both deserve a lot of credit. The Police Unit personnel that comprised the RPOA bargaining team were Matt Cash, Brian Smith, Juan Munoz, Rick Cobb, and Aurelio Melendrez.

The TA and new comprehensive MOU will now be presented to the City Council, likely on February 7, 2012, for their review and approval before being implemented.

## Special points of interest

- Bargaining
- Pension
- RPOA

### General Information

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8:00am - 5:00pm

**Closed on Weekends and Major Holidays**