



City of Riverside
Human Resources Department
May 16, 2011



LABOR UPDATES

The City enters into a new 3-year deal with the Riverside City Firefighters Association and the Riverside Fire Management Group

RCFA/RFMG – On January 25, 2011 the Riverside City Council approved a new comprehensive memorandum of understanding with the labor organizations representing employees in the Fire Department. The key provisions of the new labor agreement include revisions of the CalPERS retirement benefits for new hires only. These new retirement provisions were put into effect on May 13, 2011 as a new second tier of retirement benefits for new hires. Therefore, all employees hired future forward will pay their own contribution towards retirement and have a retirement benefit formula of 3% at 55 with final retirement benefit compensation calculated using the employee's average salary of the employee's three highest years.

The Riverside Fire Management Group also entered into a similar deal. Both bargaining units agreed to enter into a deal well before the expiration of their respective MOU's because they understood the importance of adjusting pension benefits to fit the new reality of skyrocketing pension liabilities which are projected to be financially unsustainable if not reformed, and because the Fire Unions also understood how highly politicized public employee pensions have become. In such an environment, they know that if we do nothing now to address the emerging crisis on our own, that later changes of a more severe nature could be thrust upon us should the situation become more dire, which it is expected to become. Therefore, the Firefighter Unions are to be thanked for their vision and courage and for their cooperation in putting together this win-win deal with the City that protects existing employees. A special thanks also goes out to the Fire Union bargaining teams led by Timothy Strack and Michael Esparza.

Special points of interest

- Bargaining
- Pension
- RCFA
- RFMG

General Information

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Hours

Mon - Fri

8:00am - 5:00pm

**Closed on Weekends and Major
Holidays**