



# City of Rialto

## Legislation Text

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File #: 20-0343, Version: 1

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For City Council Meeting [May 26, 2020]

TO: Honorable City Council

APPROVAL: Rod Foster, City Manager

FROM: Angela McCray, Director of Human Resources & Risk Management  
Stephen Erlandson, Deputy City Manager

Request City Council to Approve the Collective Bargaining Memorandum of Understanding by and between the City of Rialto and the Rialto Police Benefit Association - Management Unit for the period covering July 1, 2019 to June 30, 2021.

### **(ACTION)**

### **BACKGROUND**

The Memorandum of Understanding (MOU) for the Rialto Police Benefit Association - Management Unit expired as of June 30, 2019. As of April 22, 2020, the City along with representatives of RPBA-Management reached tentative agreement, and members of the unit ratified that agreement on April 29, 2020 voting unanimously to accept negotiated terms regarding wages, benefits and working conditions for a term of July 1, 2019 to June 30, 2021.

### **ANALYSIS/DISCUSSION**

This staff report recommends City Council's approval of contract language incorporated into an agreement with the Rialto Police Benefit Association - Management Unit, which has been reviewed and approved as to form by the City Attorney's Office. Attachment 1 is the MOU for the Unit (RPBA-M) which incorporates provisions mutually agreed upon during the negotiation process. The MOU effective date is retroactive to July 1, 2019 and shall expire at midnight on June 30, 2021, with benefits and actions associated with this MOU being initiated for the current payroll period following approval; that being May 24, 2020.

### **ENVIRONMENTAL IMPACT**

This request is not a Project as defined by Section 15378 of the California Environmental Quality Act (CEQA) Guidelines. A "Project" means the whole of an action, which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment. Pursuant to Section 15378 (b) (5) a project does not include organizational or administrative activities of governments that will not result in direct or indirect physical changes in the environment.

### **GENERAL PLAN CONSISTENCY**

This action is consistent with Guiding Principle 3A in the General Plan:

Our City government will lead by example, and will operate in an open, transparent, and

responsible manner that meets the needs of the citizens and is a good place to do business.

### **LEGAL REVIEW**

The City Attorney's Office has reviewed and supports this staff report and the attachment associated with said staff report.

### **FINANCIAL IMPACT**

#### **Operating Budget Impact**

The costs, including all roll-ups, associated with the negotiated terms of the attached two-year MOU amounts to a total of approximately 8.3%, or \$441,834 cash value impact to the General Fund over the two years of the agreement. These costs, pending approval by the City Council, will be incorporated into the remaining current FY 2019-2020 budget, as well as upcoming FY 2020/2021 budget.

#### **Capital Budget Impact:**

This action has no impact on the Capital Fund Budget.

### **RECOMMENDATION**

Staff recommends that the City Council formally approve and ratify the attached final iteration of the collective bargaining MOU between the City of Rialto and the Rialto Police Benefit Association - Management Unit covering the period of July 1, 2019 and June 30, 2021.