

SIDE LETTER AGREEMENT BETWEEN THE CITY OF RIALTO AND THE RIALTO MID-MANAGEMENT AND CONFIDENTIAL EMPLOYEE ASSOCIATION

Pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”), this Side Letter Agreement (“Agreement”) is entered into on 5/26/2022, between the City of Rialto (“City”) and the Rialto Mid-Management and Confidential Employee Association to modify and clarify understanding and interpretation of the memorandum of understanding (“MOU”) covering the July 1, 2021 through June 30, 2023 term. The specific provisions contained in this Agreement shall supersede any conflicting prior oral or written agreements, including the MOU, regarding the matters contained in this Agreement. Except as otherwise provided in this Agreement, the remainder of the MOU and other terms and conditions of employment, including agreements regarding wages and hours, shall remain in full force and effect.

Currently Article 2, of the MOU states:

A. Classification and Compensation: The City of Rialto Classification and Compensation Plan authorized by the City Council will be the guiding document for citywide budgeted positions and salary ranges.

B. Cost of Living Adjustment: Per City Council approval on May 10, 2022, retroactive to July 1, 2021, the City will increase represented employees’ base salary by 5% to be implemented by the second pay period following City Council approval of this MOU, which is to be reflected in the Classification and Compensation Salary Table.

C. Cost of Living Adjustment: As of July 1, 2022; the City will increase represented employee’s base salary by 5% effective the first pay period including July 1, 2022. Adjustment changes will be reflected in the Classification and Compensation Salary Table.

D. Moving forward, the unit agrees to utilize the National CPI Index to serve as the foundation for any cost of living language changes the unit may request.

The City and the Association have met and conferred in good faith concerning the terms and conditions of this Agreement and its implementation and now therefore agree to revise Article 2 of the MOU to the following:

A. Classification and Compensation: The City of Rialto Classification and Compensation Plan authorized by the City Council will be the guiding document for citywide budgeted positions and salary ranges.

B. Cost of Living Adjustment: Per City Council approval on May 26, 2022, retroactive to July 1, 2021, the City will increase represented employees’ base salary by 6% to be paid out on or before the June 10th payday, which is to be reflected in the Classification and Compensation Salary Table.

C. Cost of Living Adjustment: As of July 1, 2022; the City will increase represented employee's base salary by 6% effective the first pay period after July 1, 2022. Adjustment changes will be reflected in the Classification and Compensation Salary Table.

D. Moving forward, the unit agrees to utilize the National CPI Index to serve as the foundation for any cost of living language changes the unit may request.

CITY OF RIALTO

Marcus Fuller

Marcus Fuller
City Manager

June 1, 2022

Date

Eric Vail

Eric Vail
City Attorney

June 1, 2022

Date

Barbara A. McGee

Barbara McGee
City Clerk

June 1, 2022

Date

RIALTO MID-MANAGEMENT AND CONFIDENTIAL EMPLOYEE ASSOCIATION

Thadd Coffing

Thadd Coffing

June 1, 2022

Date

Dionne Harris

Dionne Harris

June 1, 2022

Date