

LETTER OF AGREEMENT

BETWEEN

THE CITY OF RIALTO

AND

THE RIALTO CITY EMPLOYEES' ASSOCIATION

The City of Rialto (hereinafter the "City") and the Rialto City Employees' Association (hereinafter the "Association"), jointly referred to as the "Parties", agree to amend Article 2, "Wages" by adding Section E in the Memorandum of Understanding as follows:

Article 2, Wages

- 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: The City agrees to increase base salaries of classifications covered by this MOU in the amount of 6% effective July 1, 2023, 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. Retro increases will be given only to those unit members on City payroll as of the date of City Council ratification of this agreement.
- C. Cost of Living Adjustment: The City agrees to increase base salaries of classifications covered by this MOU in the amount of 5% effective the first pay period including July 1, 2024. 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.
- E. Those unit employees on City payroll at the time of ratification of this Side Letter, shall receive a one-time non-PERSable bonus of \$1,610.00.

Beatriz Kuentz, RCEA President

Date

City Manager

Date

Eric Vail, City Attorney

Date