
*Rio Dell City Hall
675 Wildwood Avenue
Rio Dell, CA 95562
(707) 764-3532
cityofriodell.ca.gov*



DATE: September 16, 2025

TO: Mayor and Members of the City Council

THROUGH: Kyle Knopp, City Manager

SUBJECT: Adopt Resolution No. 1650-2025, to Implement City of Rio Dell's Last, Best and Final Offer with the Rio Dell Employees Association for Terms and Conditions of Employment by Acting Unilaterally to Impose the City's Offer

IT IS RECOMMENDED THAT THE CITY COUNCIL:

1. Adopt Resolution No. 1650-2025; or,
2. Take no action. The City is not required to implement a last, best and final offer. This is not recommended.

BACKGROUND

At the instruction of the City Council, representatives of the City of Rio Dell have negotiated in good faith regarding wages, hours, and other terms and conditions of employment with the authorized representatives of the Rio Dell Employee's Association (RDEA). Negotiations began on April 2, 2025.

The City's bargaining representatives submitted the City's Last, Best and Final Offer on July 16, 2025. On July 31, 2025 the representatives of the RDEA noticed the City declared they had reached impasse with the City. As of the date of this meeting, 47 days have passed since the declaration of impasse and no mediation or fact-finding has been requested. Under the Myers Milius Brown Act (MMBA) the City Council may now unilaterally implement the City's Last, Best and Final Offer. This action is recommended by staff.

Attachments:

Resolution No. 1650-2025
Attached RDEA Last, Best and Final Offer

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RESOLUTION NO. 1650 -2025

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIO DELL
TO IMPLEMENT THE CITY'S LAST, BEST AND FINAL OFFER FOR TERMS AND CONDITIONS OF
EMPLOYMENT FOR RIO DELL EMPLOYEE ASSOCIATION MEMBERS
BY ACTING UNLITERALLY TO IMPOSE THE CITY'S OFFER**

WHEREAS, the agreement with the Rio Del Employee's Association expired on June 30, 2025; and

WHEREAS, City representatives and the duly appointed representatives of the Rio Dell Employee's Association have met and conferred in good faith in accordance with State Law in an attempt to negotiate new terms and conditions of employment; and

WHEREAS, the City's bargaining representatives submitted the City's last, best and final offer dated July 16, 2025; and

WHEREAS, the representatives of the Rio Dell Employee's Association informed the City on July 31, 2025 that the Rio Dell Employee's Association had reached an impasse with the City; and

WHEREAS, it is now appropriate to implement the City's last, best and final offer for a one year term.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Rio Dell, California adopts the attached terms and conditions of employment for the Rio Dell Employee's Association beginning September 17, 2025.

PASSED AND ADOPTED by the City Council of the Rio Dell on this 16th day of September, 2025 by the following vote:

Ayes:

Noes:

Abstain:

Absent:

Debra Garnes, Mayor

ATTEST:


Karen Dunham, City Clerk

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July 16, 2025

TO: Rio Dell Employee's Association Bargaining Team
Susie Townsend
Rosa Maciel

FROM: City of Rio Dell Labor Negotiation Team
Kyle Knopp
Charley Howard 

SUBJECT: Last, Best and Final Offer to Rio Dell Employees Association

1. One year extension to June 30, 2026.
2. \$1,500 total stipend, split into two equal payments (\$750) issued upon the first full pay period after agreement execution by the City and RDEA and second payment on the first full pay period in January 2026.
3. Article 22: addition of language for "Transferred, Reassigned, or Job Eliminated" that if rehired (returned to original status or the job action is reversed) within two years the employee shall retain longevity status and benefit package. Shall not apply to employees who quit and are rehired and can only be approved if the individual leaves without issue.
4. Article 10: Increase language for Insurance Opt-outs. "Level of compensation shall be \$200 per pay period" (up from \$125). Shall not include part-time or permanent part-time employees.
5. Article 8: Change of 3% to 5% for employees with 10 years of continuous uninterrupted employment to reflect the 5% change in salary steps. Shall not include part-time or permanent part-time employees.
6. New SCADA "on-call" pay for plant operators who are tasked with on-call work at \$200 per pay period (\$100 per week).

Beyond the agreement, the City commits to revisit the employee handbook over the course of the extension, including grievance procedure and other matters within the handbook or needing to be added to or deleted from the handbook.

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