

RESOLUTION NO. 109-20

**RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA
APPROVING A SIDE LETTER BETWEEN THE CITY OF RICHMOND AND THE
RICHMOND POLICE OFFICERS' ASSOCIATION (RPOA)**

WHEREAS, the City has a significant structural deficit which will severely impact the delivery of services to the community without infusion of new revenues and/or accommodations from labor groups; and

WHEREAS, the COVID 19 public health emergency has aggravated the City's structural budget deficit; and

WHEREAS, the City has approached the City's labor unions to seek financial accommodations to reduce its current Fiscal Year deficit and to resolve the ongoing structural budget deficit; and

WHEREAS, the City has transparently provided its budget forecast and other financial data to its labor unions, employees and community; and

WHEREAS, the RPOA reviewed the City's financial data with its own financial expert and determined the importance of responding positively to the City's request for financial accommodation; and

WHEREAS, the RPOA did not have to change the terms of the current MOU which does not expire until June 30, 2021, and

WHEREAS, the parties reached an agreement to extend the RPOA MOU to June 30, 2022, and delay implementation of a 1.0% base wage increase to the pay period beginning June 16, 2022; and

WHEREAS, the Tentative Agreement shall not bind the parties until it is ratified by the RPOA membership and approved by the City Council; and

WHEREAS, the adoption of this agreement will save the City approximately \$1.6 million and support a stable and amicable labor relations environment in the City; and

NOW THEREFORE BE IT RESOLVED, that the City Council of Richmond authorizes approval of the attached Side Letter, the terms of which are set forth and marked as Exhibit A of this resolution.

I certify that the foregoing resolution was passed and adopted by the Council of the City of Richmond at a regular meeting thereof held October 20, 2020, by the following vote:

AYES: Councilmembers Choi, Johnson, Martinez, Myrick, Willis, and Mayor Butt.
NOES: None.
ABSTENTIONS: None.
ABSENT: Vice Mayor Bates.

PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND
(SEAL)

Approved:

THOMAS K. BUTT
Mayor

Approved as to form:

RACHEL SOMMOVILLA
Interim City Attorney

State of California }
County of Contra Costa } : ss.
City of Richmond }

I certify that the foregoing is a true copy of **Resolution No. 109-20**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on October 20, 2020.



Pamela Christian, Clerk of the City of Richmond

EXHIBIT A

City of Richmond and the Richmond Police Officers' Association
2020 Memorandum of Understanding Extension Negotiation
Side Letter of Agreement

The City of Richmond and the Richmond Police Officers' Association have met and conferred in good faith pursuant to the Meyers-Milias-Brown Act and have reached agreement to amend their Memorandum of Understanding in the manner described in this Side Letter of Agreement

1. Term: Section 1 is amended to read as follows:

"1. This Memorandum of Understanding Becomes Effective July 1, 2016 and continues through and including June 30, 2022. This Memorandum embodies all items agreed upon by and between the City of Richmond and the Richmond Police Officers' Association."

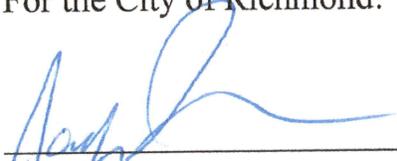
2. Wage: The following third paragraph is added to the "General Fund Major Revenue Baseline Projection" component of Section 32.1 of the MOU:

"Employees qualified for a 1.0% base wage increase under this provision based upon the fiscal year 2018-2019 wage trigger analysis. This 1.0% base wage increase was scheduled to take effect the first full pay period in July, 2020. This 1.0% base wage increase is rescheduled to take effect the pay period beginning June 16, 2022."

3. All Other Terms and Conditions: All other terms and conditions of the current RPOA MOU remain in full force and effect during the term of this MOU.

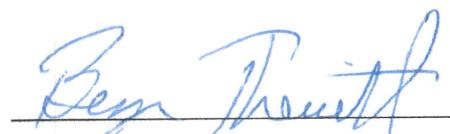
Date: 10/1/2020

For the City of Richmond:



Jack Hughes
T.A. 10-1-20

For the Richmond Police Officers' Assn.



BENJAMIN THERIAULT
T.A. 10-1-20