

RESOLUTION NO. 172-22

**RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA
APPROVING THE SIDE LETTER REGARDING SICK LEAVE CASH OUT FOR
SWORN EXECUTIVE MANAGEMENT PERSONNEL UPON RETIREMENT
BETWEEN THE CITY OF RICHMOND AND SERVICE EMPLOYEES
INTERNATIONAL UNION (SEIU) LOCAL 1021 AND INTERNATIONAL
FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS (IFPTE)
LOCAL 21**

WHEREAS, the City has negotiated in good faith with IFPTE Local 21, regarding sworn executive management personnel sick leave cash out upon retirement; and

WHEREAS, the parties have executed a Side Letter on term for sworn executive management personnel sick leave cash out upon retirement; and

WHEREAS, the Side Letter shall not bind the parties until they are ratified by a majority of the IFPTE Local 21 membership and ratified by the City Council; and

WHEREAS, the Side Letter will establish sworn executive management personnel sick leave cash out upon retirement; and

WHEREAS, the adoption of this Side Letter will support a stable and amicable labor relations environment in the City.

NOW, THEREFORE, BE IT RESOLVED, that effective December 6, 2022, that the City Council of Richmond approves the Side Letter among the City of Richmond and IFPTE Local 21 (Executive Management) regarding sworn executive management personnel sick leave cash out upon retirement, the terms of which are set for and marked as Exhibits A to the agenda report in support of the resolution.

I certify that the foregoing resolution was passed and adopted by the City Council of the City of Richmond at a regular meeting thereof held December 6, 2022, by the following vote:

AYES: Councilmembers Bates, Johnson III, McLaughlin, Willis,
Vice Mayor Martinez, and Mayor Butt.
NOES: None.
ABSTENTIONS: None.
ABSENT: Councilmember Jimenez.

PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND
(SEAL)

Approved:

THOMAS K. BUTT
Mayor

Approved as to form:

DAVE ALESHIRE
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. 172-22**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on December 6, 2022.



Pamela Christian, Clerk of the City of Richmond

**CITY OF RICHMOND & I.F.P.T.E. LOCAL 21 - EXECUTIVE MANAGEMENT UNIT
SIDE LETTER OF AGREEMENT
SICK LEAVE CASHOUTS – NOVEMBER 16, 2022**

The City of Richmond ("City") and I.F.P.T.E. Local 21 - Executive Management Unit ("Union") (collectively, "the Parties") have discussed a unique issue concerning sick leave payouts pertaining to the City's Public Safety Executive Management employees (Police Chief, Assistant Police Chief, Fire Chief, Deputy Fire Chief). Pursuant to the provisions of the Myers Millias Brown Act ("MMBA"), the Parties have met and conferred about this issue and hereby agree as follows:

- 1. The following language shall be added to Section 8.3 ("Sick Leave") of the current IFPTE Local 21 - Executive Management Memorandum of Understanding:

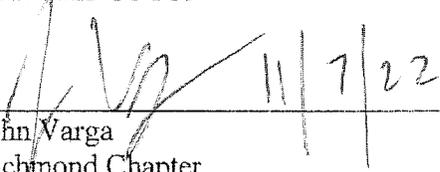
I. Sick Leave Cash Out at Separation

Fire safety management employees represented under this collective bargaining agreement who retire from City service for reasons other than disability shall be entitled to receive pay for their accumulated sick leave at the same rate and terms afforded to fire management employees represented by the Richmond Fire Management Association.

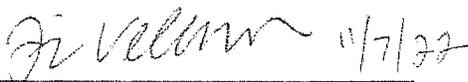
Police safety management employees represented under this collective bargaining agreement who retire or separate in good standing from City service shall be entitled to receive pay for their accumulated sick leave, at the same rate and terms afforded to police management employees represented by the Richmond Police Management Association.

The Parties will not further amend their current Memorandum of Understanding as a result of this side letter. This side letter constitutes the Parties' complete agreement concerning the sick leave payout addressed above.

FOR THE UNION

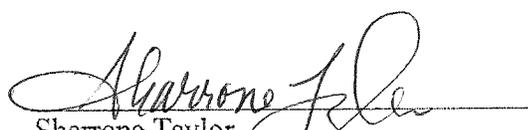


John Varga
Richmond Chapter
I.F.P.T.E. Local 21, Executive
Management Unit



Lina Velasco, President
Richmond Chapter
I.F.P.T.E. Local 21, Executive
Management Unit

FOR THE CITY OF RICHMOND



Sharrone Taylor
Interim Human Resources Director

Approved as to Form:



Shannon Moore
Chief Assistant City Attorney