

RESOLUTION NO. 107-23

**RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA,
APPROVING THE TENTATIVE AGREEMENTS BETWEEN THE CITY OF
RICHMOND AND RICHMOND POLICE MANAGEMENT ASSOCIATION FOR THE
ESTABLISHMENT OF A NEW MEMORANDUM OF UNDERSTANDING**

WHEREAS, the City has negotiated in good faith with the Richmond Police Management Association (RPMA) regarding the terms of a new Memorandum of Understanding (MOU); and

WHEREAS, the parties reached Tentative Agreements on terms for a new MOU on September 22, 2023, replacing the current MOU which expired on December 31, 2022; and

WHEREAS, the Tentative Agreements shall not bind the parties until it is ratified by a majority of the RPMA and by the City Council; and

WHEREAS, a majority of the membership of RPMA voted to approve the Tentative Agreements; and

WHEREAS, the Tentative Agreements will establish a new MOU, effective January 1, 2023 through December 31, 2025; and

WHEREAS, the adoption of the Tentative Agreements will support a stable and amicable labor relations environment in the City; and

NOW THEREFORE, BE IT RESOLVED, that the City Council of Richmond authorizes the approval of the Tentative Agreements marked as Exhibit A of this 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 on October 17, 2023, by the following vote:

AYES: Councilmembers Robinson, Willis, Zepeda, Vice Mayor
McLaughlin, and Mayor Martinez.

NOES: None.

ABSTENTIONS: None.

ABSENT: Councilmembers Bana and Jimenez.

PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND
(SEAL)

Approved:

EDUARDO MARTINEZ
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. 107-23**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on October 17, 2023.

Certified as a True Copy
PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND, CALIFORNIA
BY Jabrina Sunday
ASSISTANT

EXHIBIT A

**City of Richmond and the Richmond Police Managers' Association
2022 MOU Negotiations**

Amended Last, Best & Final Multi-Year Proposal

Date: September 22, 2023

MOU Sections: 1 & 25

Subjects: Term of Agreement and Wages

Proposal

The City proposes a successor MOU with a three-year term and proposes to replace the "additional compensation" provision included in the Parties' December 20, 2016 side letter agreement with negotiated base wage increases for both represented classifications in the RPMA. The draft MOU language below identifies the proposed additions and deletions to the salary provision in the Parties' labor agreement.

MOU Language

1. EFFECTIVE DATE

This MOU becomes effective January 1, 2023, and continues through and including December 31, 2025. This MOU embodies all items agreed upon by and between the City of Richmond and the RPMA.

25. SALARIES:

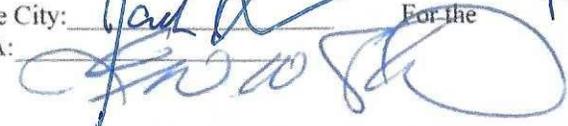
Instead of applying the Salary Adjustment provision from the prior MOU, the City will increase base wages for the Police Lieutenant and Police Captain job classifications as follows:

13.5% effective the first full pay period in January, 2023.

7.0% effective the first full pay period in January, 2024.

6.5% effective the first full pay period in January, 2025.

SALARY ADJUSTMENT: RPMA represented employees will receive additional compensation in the amount equal to any new compensation provided to International Association of Fire Fighters (IAFF) Local 188 and International Federation of Professional and Technical Engineers (IFPTE) Local 21, during the term of this MOU (including but not limited to salary increases, uniform allowance, longevity, medical benefits, payments for unused sick leave, etc.). This section does not apply to any benefits or compensation that employees represented by other bargaining units currently receive, that are greater than the benefits or compensation received by employees represented by RPMA or benefits or compensation currently not received by employees represented of RPMA. If any current MOU is extended beyond the current term and during the term of this MOU, employees represented by RPMA will receive any additional compensation received by employees represented by IAFF Local 188 and IFPTE Local 21.

For the City:  For the RPMA:  9-24-23

Received via
email 10-11-22

PMA Proposal #4

TA Just
9-26-23

On-duty Fitness Time

Personnel cover under this labor agreement shall be afforded the opportunity to work out on-duty for 60 minutes per shift. All workouts shall occur in the City of Richmond, and personnel shall remain available to respond to calls for service and/or emergencies.

PMA

City

