

RESOLUTION NO. 10-26

RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA, APPROVING SALARIES AND BENEFITS OF UNREPRESENTED EXECUTIVE MANAGEMENT EMPLOYEES

WHEREAS, on November 16, 2021, the City Council passed Resolution 135-21 approving the salaries and benefits for specific Unrepresented Executive Management Employees that are excluded from representation by the International Federation of Professional and Technical Engineers (IFPTE) Local 21 Executive Management Bargaining Unit; and

WHEREAS, six classifications/positions are excluded from representation by the IFPTE Local 21 Executive Management Bargaining Unit because of the unique responsibilities each of the positions have in negotiating and administering all the City's collective bargaining agreements and managing employer-employee relations with the City's eight union employee associations; and

WHEREAS, the six classifications/positions are: City Manager, City Attorney, Assistant City Manager or similar single position classification, Chief Assistant City Attorney or similar single position classification, Director of Human Resources, Assistant Director of Human Resources or Labor Relations Manager or similar single position classification; and

WHEREAS, the City finds it desirable to provide equitable changes in salaries and benefits to these specific unrepresented executive management positions; and

NOW THEREFORE BE IT RESOLVED, by the Council of the City of Richmond, the City shall provide unrepresented executive management positions the same salary adjustments, health and welfare benefits (e.g., medical and dental insurance plans; vacation; sick leave and other paid leaves) and other wages, hours and terms and conditions of employment as the City provides the Exempt Management Employees represented by IFPTE Local 21; provided, however, that the terms of an employment agreement take precedent and govern over the terms of this Resolution; and directs the City Manager or designee to update the publicly available salary schedule following any salary changes; and

BE IT FURTHER RESOLVED, by the Council of the City of Richmond, that the following salaries and benefits are hereby granted to the Unrepresented Executive Management employees as stated:

Article 2: Miscellaneous Salary Provisions

Bilingual Pay

Employees working in positions certified by the Human Resources Department as bilingual in Spanish and other City-approved languages shall receive two hundred dollars (\$200) per month additional compensation. An employee may be certified as bilingual for purposes of this article based on written and/or oral communication skills in City-approved languages other than English.

Acting / Temporary Upgrade Pay

Upon completion of the fourteen calendar days of an Unrepresented Executive Management Group employee assuming all of the duties and responsibilities of a higher classification, the employee will receive a ten percent (10%) differential or the entry step in the higher range, whichever is greater, retroactive to the first day of acting in the higher position. If the employee's anniversary date should occur during a period of acting in the higher position, the employee's acting pay will be increased an additional five percent (5%), not to exceed the maximum established pay rate from said anniversary date.

All other acting pay procedures and provisions set forth in section 6.10 of the IFPTE Local 21 Executive Management Bargaining Unit Memorandum of Understanding (MOU), apply to classifications covered by this resolution.

Article 2 Indirect Pay and Allowances

All provisions of Section 7 of the IFPTE, Local 21 Executive Management Bargaining Unit MOU, apply to classifications covered by this resolution.

Deferred Compensation

A Deferred Compensation Program as established by the City Council is available to all employees employed in regular or limited-term positions. Such programs are hereby incorporated by reference.

Effective July 1, 2023, the City shall contribute an amount equal to 2.0% of each unrepresented executive management employee's semi-monthly base salary into their 401(a) deferred compensation account each pay period.

Longevity Pay

Effective July 1, 2023, an employee who has completed five years of service at the City will receive longevity pay in the amount of 2.0% of base salary effective the first full pay period following their fifth anniversary date. An employee who has completed ten years of service at the City will receive an additional longevity pay in the amount of 2.5% of base salary effective the first full pay period following their tenth anniversary date, increasing their total longevity pay to 4.5%. An employee who has completed twenty years of service at the City will receive an additional longevity pay in the amount of 4.5% of base salary effective the first full pay period following their twentieth anniversary date, increasing their total longevity pay to 9.0%.

Article 3 Leaves

All provisions of Section 8 of the IFPTE Local 21 Executive Management Bargaining Unit MOU, Leaves, apply to classifications covered by this resolution.

Article 4 Retirement System

All provisions of Section 9 of the IFPTE Local 21 Executive Management Bargaining Unit MOU, Retirement System, apply to classifications covered by this resolution.

Article 5 Working Conditions

All provisions of Section 10 of the IFPTE Local 21 Executive Management Bargaining Unit MOU, Working Conditions, apply to classifications covered by this resolution.

Article 6 Personnel Provisions

All provisions of Section 11 of the IFPTE Local 21 Executive Management Bargaining Unit MOU, Personnel Provisions, apply to classifications covered by this resolution.

BE IT FURTHER RESOLVED, by the Council of the City of Richmond, that the City Manager and City Attorney classifications have employment agreements, and to the extent that the employment agreements cover any topic in the IFPTE Local 21 Executive Management Bargaining Unit MOU or this resolution, then the respective employment agreements for the City Manager and City Attorney will govern.

Article 1: Salary

This Article applies to the following Unrepresented Executive Management classifications: Assistant City Manager, Chief Assistant City Attorney, Director of Human Resources, and Assistant Director of Human Resources or Labor Relations Manager, or similarly designated single-position classifications.

Effective the pay period including July 1, 2025, the City shall increase the monthly pay rate for the abovementioned Unrepresented Executive Management classifications by 5.0% of the monthly pay rate in effect before such increase takes effect.

Effective the pay period including July 1, 2026, the City shall increase the monthly pay rate for the abovementioned Unrepresented Executive Management classifications by 5.0% of the monthly pay rate in effect before such increase takes effect.

Effective the pay period including July 1, 2027, the City shall increase the monthly pay rate for the abovementioned Unrepresented Executive Management classifications by 5.0% of the monthly pay rate in effect before such increase takes effect.

Monthly salary ranges as of July 1, 2025, for the abovementioned Unrepresented Executive Management classifications are listed in the City of Richmond published salary schedules.

The miscellaneous salary provisions set forth in Sections 6.2 through 6.8, and 6.11 of the IFPTE Local 21 Executive Management Bargaining Unit Memorandum of Understanding (MOU) shall apply to the abovementioned Unrepresented Executive Management classifications.

This Article does not apply to the City Manager and City Attorney positions, as their salary increases are governed by the terms of their respective employment agreements.

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 January 27, 2026, by the following vote:

AYES: Councilmembers Bana, Brown, Jimenez, Wilson, Zepeda,
Vice Mayor Robinson, and Mayor Martinez.

NOES: None.

ABSTENTIONS: None.

ABSENT: None.

PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND

Approved: (SEAL)

EDUARDO MARTINEZ
Mayor

Approved as to form:

SHANNON MOORE
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. 10-26**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on January 27, 2026.



Pamela Christian, Clerk of the City of Richmond