

**CITY COUNCIL RESOLUTION NO. 70-16**

**RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA  
APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF  
RICHMOND AND THE RICHMOND FIRE MANAGEMENT ASSOCIATION (RFMA)**

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**WHEREAS**, the City has negotiated in good faith with RFMA regarding terms of an extension to the existing July 1, 2013 to June 30, 2018 Memorandum of Understanding (MOU); and

**WHEREAS**, the parties reached a Tentative Agreement on terms for a new MOU on July 11, 2016, extending the current MOU to June 30, 2022; and

**WHEREAS**, that Tentative Agreement shall not bind the parties until it is ratified by a majority of RFMA membership and ratified by the City Council; and

**WHEREAS**, the tentative agreement will establish a new MOU, with the effective dates of July 1, 2013 through June 30, 2022; and

**WHEREAS**, the adoption of this agreement will support a stable and amicable labor relations environment in the City; and

**WHEREAS**, this agreement will result in significant savings to the general fund for fiscal year 16/17, fiscal year 17/18, and fiscal year 18/19; and

**WHEREAS**, there is a positive impact of a four-year extension of the MOU on the City's ability to plan its finance and budget;

**NOW THEREFORE BE IT RESOLVED**, that the City Council of Richmond authorizes reduction of the parties' July 11, 2016 Tentative Agreement to final Memorandum of Understanding (MOU) language, the terms of which are set forth and marked as Exhibit A of this resolution.

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I certify that the foregoing resolution was passed and adopted by the Council of the City of Richmond at a regular meeting thereof held July 19, 2016, by the following vote:

AYES: Councilmembers Bates, Beckles, McLaughlin, Myrick, Pimplé,  
Vice Mayor Martinez, and Mayor Butt.

NOES: None.

ABSTENTIONS: None.

ABSENT: None.

PAMELA CHRISTIAN  
CLERK OF THE CITY OF RICHMOND  
(SEAL)

Approved:

TOM BUTT

Mayor

Approved as to form:

BRUCE GOODMILLER

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. 70-16**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on July 19, 2016.



Pamela Christian, Clerk of the City of Richmond

RICHMOND FIRE MANAGEMENT (RFMA) AND THE CITY OF RICHMOND  
2013-2022 MEMORANDUM OF UNDERSTANDING

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- **TERM OF AGREEMENT:**

- The MOU, currently set to expire on June 30, 2018, will be extended to June 30, 2022. Therefore, the term of the MOU will be July 1, 2013 through June 30, 2022.

- **OPEB (RETIREE MEDICAL) CONTRIBUTION:**

- Effective 01/01/2017, employees in RFMA classifications, will contribute \$200 per month toward OPEB.
- Effective 01/01/2018, employees in RFMA classifications will contribute an additional \$100 per month toward OPEB, for a total monthly contribution of \$300 per month toward OPEB.
- Effective 07/01/2019, employees in RFMA classifications will contribute an additional \$100 per month toward OPEB, for a total monthly contribution of \$400 per month toward OPEB.

- **ACTIVE EMPLOYEE MEDICAL CONTRIBUTION:**

- Effective 01/01/2017, employees in RFMA classifications will contribute \$100 per month for active employee medical benefits.
- Effective 01/01/2018, employees in RFMA classifications will contribute an additional \$25 per month for active employee medical benefits, for a total monthly contribution of \$125 for active employee medical benefits.

- **DIFFERENTIALS:**

- During the term of this MOU, RFMA has the option of requesting that the EMT 135 differential outlined in their MOU be rolled into base salary. If RFMA exercises this option, they must provide Human Resources with at least three (3) months' notice prior to the anticipated effective date of the differentials being rolled into the base salary.

- **REOPENER:**

- The City agrees to reopen the contract with RFMA, solely to discuss across-the-board salary adjustments, if IAFF Local 188 receives any additional across-the-board salary increases, with an effective date between 07/01/2016 and 6/30/2022.

RICHMOND FIRE MANAGEMENT (RFMA) AND THE CITY OF RICHMOND  
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- **ALL OTHER TERMS AND CONDITIONS:**
  - All other terms of conditions of the current RFMA MOU, remain in full force and effect during the term of this MOU.

This proposal shall not bind the parties until a tentative agreement is fully executed and the tentative agreement is ratified by RFMA and by the Richmond City Council.