

RESOLUTION NO. 4-17

**RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA
APPROVING A MEMORANDUM OF UNDERSTANDING WITH THE CITY OF
RICHMOND AND THE RICHMOND POLICE MANAGEMENT ASSOCIATION
(RPMA)**

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

WHEREAS, the parties reached a Tentative Agreement on terms for a new MOU on December 20, 2016, replacing the current MOU which expired on December 31, 2016; and

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

WHEREAS, the Tentative Agreement will establish a new MOU, effective January 1, 2017 through December 31, 2021; and

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

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

WHEREAS, the agreement provides that RPMA members will contribute towards Other Post Employment Benefits (OPEB), resulting in significant savings to the City;

NOW THEREFORE BE IT RESOLVED, that the City Council of Richmond authorizes reduction of the parties' December 20, 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.

I certify that the foregoing resolution was passed and adopted by the Council of the City of Richmond at a regular meeting thereof held January 17, 2017, by the following vote:

AYES: Councilmembers Choi, McLaughlin, Myrick, Vice Mayor Beckles, and Mayor Butt.

NOES: None.

ABSTENTIONS: Councilmember Willis.

ABSENT: Councilmember Martinez.

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. 4-17**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on January 17, 2017.



Pamela Christian
Pamela Christian, Clerk of the City of Richmond

ATTACHMENT A

RICHMOND POLICE MANAGEMENT ASSOCIATION (RPMA) AND THE CITY OF RICHMOND 2017-2021 MEMORANDUM OF UNDERSTANDING (MOU)

- **TERM OF AGREEMENT:**

- January 1, 2017 through December 31, 2021

- **OTHER POST EMPLOYMENT BENEFITS (OPEB) CONTRIBUTION:**

- Effective 07/01/2017, employees in RPMA classifications, will contribute **\$300 per month** toward OPEB benefits.
- Effective 07/01/2018, employees in RPMA classifications will contribute an additional \$125 per month toward OPEB benefits, for a **total monthly contribution of \$425** per month toward OPEB benefits.
- Effective 07/01/2019, employees in RPMA classifications will contribute an additional \$100 per month toward OPEB benefits, for a **total monthly contribution of \$525** per month toward OPEB benefits.
- All OPEB contributions made by employees will be deposited into an irrevocable account, which shall be negotiated and agreed upon by both the RPMA and the City within the first year of this contract.

- **OPEB VESTING**

- OPEB (retiree health care) shall be vested at the current levels for all RPMA employees who retire from the City of Richmond pursuant to RPMA MOU Article 9.3-Retired Employees.

- **REOPENER:**

- The parties agree to a reopener in each calendar year of this contract, solely at the request of RPMA, to discuss across-the-board salary adjustments (increases only), and one other matter of RPMA's choosing.

- **SALARY ADJUSTMENT**

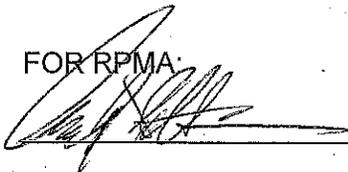
- Additional Compensation - RPMA members will receive additional compensation in the amount equal to any new compensation provided to I.A.F.F. Local 188, and IFPTE Local 21, during the term of this MOU. (including but not limited to salary increases, uniform allowance, longevity, medical benefits, payment for unused sick leave etc.). This section does not apply to any benefits or compensation that members of other bargaining units currently receive, that are greater than the benefits or compensation received by members of RPMA or benefits or compensation currently not received by members of RPMA. If any current MOU is extended beyond the current term and during the term of this MOU, members of RPMA will receive any additional compensation received by members of I.A.F.F. Local 188, and IFPTE Local 21.

RICHMOND POLICE MANAGEMENT ASSOCIATION (RPMA) AND THE CITY OF RICHMOND
2017-2021 MEMORANDUM OF UNDERSTANDING (MOU)

- **ADMINISTRATIVE LEAVE**
 - Effective 07/01/2017, employees in RPMA classifications will receive one (1) additional administrative leave day per year.
 - Effective 07/01/2018, employees in RPMA classifications will receive one (1) additional administrative leave day per year.
- **SICK LEAVE BUY-BACK**
 - Effective 07/01/2019, increase sick-leave buy back by 5% for all RPMA members.
- **ALL OTHER TERMS AND CONDITIONS**
 - All other terms of conditions of the current RPMA MOU, remain in full force and effect during the term of this MOU.
- This tentative agreement shall not bind the parties until it is ratified by the RPMA and by the Richmond City Council.

Date: 12/00/14

FOR RPMA:



FOR THE CITY:

