

# CITY OF RICHMOND COMPENSATION MATRIX – NON-SAFETY GROUPS

AS OF JANUARY 1, 2026

EMPLOYEE UNIT:	CITY COUNCIL  MAYOR VICE MAYOR COUNCILMEMBERS	CITY MANAGER	CITY ATTORNEY	EXECUTIVE MANAGEMENT (LOCAL 21) & UNREPRESENTED EXEC	MID MANAGERS (LOCAL 21)	GENERAL EMPLOYEES (SEIU 1021)	PART-TIME INTERMITTENT EMPLOYEES (SEIU 1021)
				<u>(BENEFIT SUMMARY)</u>	<u>(BENEFIT SUMMARY)</u>	<u>(BENEFIT SUMMARY)</u>	
<b>Contract Date:</b>		Effective 11/23/2021		7/1/2025 – 6/30/2028	7/1/2025 – 6/30/2028	7/1/2025 – 6/30/2028	7/1/2025 – 6/30/2028
<b>Most Recent COLA</b>	N/A	N/A	N/A	5% - 7/1/2025	5% - 7/1/2025	5% - 7/1/2025	5% - 7/1/2025
<b>Next COLA</b>	N/A	Refer to Employment Agreement	Refer to Employment Agreement	5% - 7/1/2026 5% - 7/1/2027	5% - 7/1/2026 5% - 7/1/2027	5% - 7/1/2026 5% - 7/1/2027	5% - 7/1/2026 5% - 7/1/2027
<b>Previous COLAs</b>	N/A	Refer to Employment Agreement	Refer to Employment Agreement	5% - 1/1/2025 5% - 1/1/2024 5% - 1/1/2023	4% - 1/1/2025 4% - 1/1/2024 4% - 7/1/2023 5% - 1/1/2023	4% - 1/1/2025 4% - 1/1/2024 4% - 7/1/2023 5% - 1/1/2023	4% - 1/1/2025 4% - 1/1/2024 4% - 7/1/2023 5% - 1/1/2023
<b>PERS Plan Pension Reform – 1/1/2013 <sup>1</sup></b>	Classic: 2.7%@55 PEPRA: 2%@62	Classic: 2.7%@55 PEPRA: 2%@62	Classic: 2.7%@55 PEPRA: 2%@62	Classic: 2.7%@55 Reform: 2%@62  <b>Safety Executive Management</b> Classic: 3%@50 Police Classic: 3%@55 Fire PEPRA: 2.7%@57	Classic: 2.7%@55 PEPRA: 2%@62	Classic: 2.7%@55 PEPRA: 2%@62	Classic: 2.7%@55 PEPRA: 2%@62

<sup>1</sup> Pension Reform is applicable to employees who have never been a member of any public retirement system prior to January 1, 2013 OR employees who have moved between public retirement systems or public employers within the same retirement system after more than a 6-month break in service prior to employment at the City of Richmond.

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<b>PERS City Contribution FY 25-26</b>	12.65% Excludes Liability Payments	12.65% Excludes Liability Payments	12.65% Excludes Liability Payments	12.65% <b>Safety Executive Management</b> 22.04% Excludes Liability Payments	12.65% Excludes Liability Payments	12.65% Excludes Liability Payments	12.65% Excludes Liability Payments
<b>PERS Employee-paid Member Contribution</b>	Classic: EE pays 8% PEPR: EE pays 50% of normal costs, currently 8.25%  <b>Safety Executive Management</b> Classic: EE pays total of 12% (9% plus cost share of 3%)  PEPR: EE pays 13%						Classic: EE pays 8% PEPR: EE pays 50% of normal costs, currently 8.25%  Part-time employees that are not eligible for CalPERS membership, they are entered into PARS
<b>Medicare (FICA)</b>	1.45% <b>City does not participate in Social Security</b>						

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<b>Deferred Compensation</b>	Employee Paid Optional 457(b) program	Employer paid Refer to employment agreement	Employee Paid Optional 457(b) program	Employee Paid Optional 457(b) program Employer contributes 2% of base wage to a 401(a) deferred compensation plan.	Employee Paid Optional 457(b) program	Employee Paid Optional 457(b) program	If participating in the Cash-in-lieu of medical, EE may defer the cash-in-lieu amount  (See Cash-in-lieu section for amounts)
<b>Professional Development</b>	N/A	Refer to employment agreement	\$1,250 per fiscal year (see respective MOUs for specifics)				N/A
<b>Tuition Reimbursement</b>	N/A	Refer to employment agreement	Refer to employment agreement	\$800 fiscal year	\$800 fiscal year	\$800 fiscal year	N/A
<b>Employee Unit Dues</b>	N/A	N/A	N/A	Senate Bill 866 (Janus) Unrepresented – N/A	Senate Bill 866 (Janus)	Senate Bill 866 (Janus)	Senate Bill 866 (Janus)
<b>Cell Phone Stipend</b>	N/A	City provided mobile phone and/or tablet computer	\$100 month	N/A	N/A	N/A	N/A

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<b>Car Allowance</b>	\$350 month Mayor / Vice Mayor \$300 month Council Member	\$500 / month	\$500 / month	N/A	N/A	N/A	N/A
<b>Uniform Allowance (annual)</b>	N/A	N/A	N/A	Safety Executive \$800	N/A	Select classifications \$600	N/A
<b>Shoe Allowance</b>	N/A	N/A	N/A	Select classifications \$300			
<b>HEALTH BENEFITS</b>							
<b>Medical Plan Employer Paid</b>  City pays up to the Kaiser Region 1 Rate  <i>Effective 1/1/2026</i>							<i>Group I only</i> \$1,168.86 – Single \$2,337.72 – 2 Party \$3,039.04 – Family

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<b>Active Employee Medical Contribution</b>  (amount paid by the EE regardless of what plan they are enrolled in)	\$0	\$50 / month	\$50 / month	\$50 / month	\$50 / month	\$0	\$0
<b>Cafeteria Option (Cash-in-Lieu)</b>	N/A	\$150 month   Single \$200 month   2 Party or Family					<i>Group I only</i> \$150 month   Single \$200 month   2 Party or Family  (May elect to defer applicable amount to a 457 plan)
<b>Other Post Employment Benefits (OPEB)</b>  Employee paid		\$50 month   < \$60,000 \$75 month   \$60,001 - \$80,000 \$100 month   >\$80,001 <i>Based on step 2 of the employee's classification</i>  Police Executive Management - \$525 month Fire Executive Management - \$400 month				\$50 month   < \$60,000 \$75 month   \$60,001 - \$80,000 \$100 month   >\$80,001 <i>Based on step 2 of the employee's classification</i>	<i>Group I only</i> \$50 month   < \$60,000 \$75 month   \$60,001 - \$80,000 \$100 month   >\$80,001 <i>Based on step 2 of the employee's classification</i> [Contributions made on a pro-rata basis, see MOU]

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<b>Dental</b> <i>Effective 7/1/2025</i> Employer Paid	Employer Paid \$115.61 monthly   Flat Rate						Employee Paid <i>Group I only</i> \$115.61 monthly   Flat Rate
<b>Vision</b> <i>Effective 7/1/2025</i> Employer Paid	\$13.87 monthly   Flat Rate						<i>Group I only</i> \$13.87 monthly   Flat Rate
<b>Long Term Disability</b> Employer Paid	N/A	60% of monthly salary up to a max monthly benefit of \$5,000 (1.21% of Payroll)				60% of monthly salary up to a max monthly benefit of \$3,000 (1.21% of Payroll)	<i>Group I only</i> 60% of monthly salary up to a max monthly benefit of \$3,000
<b>Life Insurance</b> Employer Paid	\$25,000	2 times annual earnings Max of \$250,000				\$30,000	<i>Group I only</i> \$30,000
<b>Employee Assistance Program</b> Employer Paid	Employer Paid   \$1.53 monthly (5 Sessions) <b>Safety Executive Management:</b> Employer Paid   \$3.04 monthly (12 Sessions)						

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<b>LEAVES / ACCRUALS</b>							
<b>Vacation Accrual</b>	N/A	30 days	25 days	10 days   1 – 3 years 15 days   4 – 10 years 20 days   11 – 15 years 25 days   16 – 30 years 30 days   30+ years		10 days   1 – 3 years 15 days   4 – 14 years 20 days   15 – 22 years 25 days   23 – 29 years 30 days   30 years +	<i>Groups I &amp; II only</i> (prorated accordingly) 10 days   1 – 3 years 15 days   4 – 14 years 20 days   15 – 22 years 25 days   23 – 29 years 30 days   30 years +
<b>Sick Leave</b>	N/A	One (1) day / month Unlimited accrual	One (1) day / month Unlimited accrual	One (1) day / month Unlimited accrual	One (1) day / month Unlimited accrual	One (1) day / month Unlimited accrual	<i>Group 1</i> Eligible for pro-rated sick leave  <i>Other than Group I</i> <b>Accrual rate .034 hours for</b> each hour worked <i>Max balance of 48 hrs.</i>
<b>Compensatory Time</b>	N/A	N/A	N/A	N/A	N/A	Up to a maximum of 100 hours	N/A

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<b>Administrative Leave</b>	N/A	12 days Fiscal Year	12 days Fiscal Year	12 days Fiscal Year	7 days Fiscal Year  (refer to MOU for exclusions)	N/A	N/A
<b>Holidays / Floating</b>	N/A	14 City Paid Holidays Six days floating holiday (Calendar Year)			14 City Paid Holidays Five days + two hours floating holiday (Calendar Year)	14 City Paid Holidays Six days + two hours floating holiday (Calendar Year)	14 City Paid Holidays <i>Groups I &amp; II only</i> Two days + two hours floating holiday (Calendar Year)
<b>Paid Bereavement Leave</b> <i>See respective MOUs for additional information</i>	N/A	Four (4) consecutive working days	Four (4) consecutive working days	Four (4) consecutive working days	Four (4) consecutive working days	Four (4) consecutive working days	<i>Group I only</i> Four (4) consecutive working days

Rev. 1/1/2026

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