

AGENDA ITEM REQUEST FORM

Department: Rent Program

Department Head: Nicolas Traylor

Phone: 620-6564

Meeting Date: April 17, 2024

Final Decision Date Deadline: April 17, 2024

STATEMENT OF THE ISSUE: In accordance with Section 11.100.060(l) of the Richmond Fair Rent, Just Cause for Eviction, and Homeowner Protection Ordinance, the amount of the Residential Rental Housing Fee will be determined by the City Council after a recommendation by the Board is provided to the City Council. Prior to July 1, the Board is required to hold a public hearing on a proposed budget and adopt an annual budget for the ensuing fiscal year. To that end, staff members have prepared a presentation overviewing budget requirements and the budget process/timeline for the Board's consideration and comment.

INDICATE APPROPRIATE BODY

- | | | | | |
|---|---|--|--|---|
| <input type="checkbox"/> City Council | <input type="checkbox"/> Redevelopment Agency | <input type="checkbox"/> Housing Authority | <input type="checkbox"/> Surplus Property Authority | <input type="checkbox"/> Joint Powers Financing Authority |
| <input type="checkbox"/> Finance Standing Committee | <input type="checkbox"/> Public Safety Public Services Standing Committee | <input type="checkbox"/> Local Reuse Authority | <input checked="" type="checkbox"/> Other: <u>Rent Board</u> | |

ITEM

- | | | |
|---|--|---------------------------------|
| <input type="checkbox"/> Presentation/Proclamation/Commendation (3-Minute Time Limit) | | |
| <input type="checkbox"/> Public Hearing | <input type="checkbox"/> Regulation | <input type="checkbox"/> Other: |
| <input type="checkbox"/> Contract/Agreement | <input checked="" type="checkbox"/> Rent Board As Whole | |
| <input type="checkbox"/> Grant Application/Acceptance | <input type="checkbox"/> Claims Filed Against City of Richmond | |
| <input type="checkbox"/> Resolution | <input type="checkbox"/> Video/PowerPoint Presentation (contact KCRT @ 620.6759) | |

RECOMMENDED ACTION: RECEIVE a presentation regarding the Rent Program Budget timeline and requirements for the Fiscal Year 2024-25 Rent Program operating Budget. (Nicolas Traylor/Fred Tran – 620-6564). ***This item was continued from the April 9, 2024, Special Rent Board Meeting.***

AGENDA ITEM NO:

K-1.

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AGENDA REPORT

DATE: April 17, 2024

TO: Chair Cantor and Members of the Richmond Rent Board

FROM: Nicolas Traylor, Executive Director
Fred Tran, Deputy Director

SUBJECT: OVERVIEW OF BUDGET REQUIREMENTS AND TIMELINE FOR FISCAL YEAR 2024-25 BUDGET

STATEMENT OF THE ISSUE:

In accordance with Section 11.100.060(l) of the Richmond Fair Rent, Just Cause for Eviction, and Homeowner Protection Ordinance, the amount of the Residential Rental Housing Fee will be determined by the City Council after a recommendation by the Board is provided to the City Council. Prior to July 1, the Board is required to hold a public hearing on a proposed budget and adopt an annual budget for the ensuing fiscal year. To that end, staff members have prepared a presentation overviewing budget requirements and the budget process/timeline for the Board's consideration and comment.

RECOMMENDED ACTION:

RECEIVE a presentation regarding the Rent Program Budget timeline and requirements for the Fiscal Year 2024-25 Rent Program operating Budget. (Nicolas Traylor/Fred Tran – 620-6564).

FISCAL IMPACT:

There is no fiscal impact related to this item.

DISCUSSION:

Each fiscal year, Rent Program staff provide a presentation to the Rent Board on a proposed Budget and corresponding Fee Study for potential adoption. Prior to approving a final draft of the Fiscal Year 2024-25 Rent Program budget for potential adoption, Rent Program staff will present a preliminary draft budget and seek the Board's feedback and direction. A high-level overview of budget requirements and timeline (Attachment 1) is provided to meet the July 1, 2024 deadline.

ITEM K-1

A significant portion of the budget consist of Salaries and Wages. Beginning in May 2023, the City and Union agreed to ratify the Memorandum of Understanding (MOU) for SEIU Local 1021, IFPTE Local 21 Mid-Management, and IFPTE Local 21 Executive Management with Side Letters (Attachment 2). The City implemented the Segal Classification and Compensation Study per the proposed terms for each Side Letter in November 2023 which will impact the Fiscal Year 2024-2025 Budget.

DOCUMENTS ATTACHED:

Attachment 1 – Fiscal Year 2024-25 Budget and Rental Housing Fee Study Timeline

Attachment 2 – Memorandum of Understanding and Side Letter: SEIU Local 1021, IFPTE Local 21 Mid-Management, and IFPTE Local 21 Executive Management

PROPOSED FY 2024-25 BUDGET AND FEE STUDY TIMELINE

Date	Task	Lead
January/February 2024 – Internal Budget Meetings with Rent Program Staff	Budget Kickoff Meetings – Review Proposed Timeline and Discuss Program Needs	Nicolas/Fred
April 2024 (Meeting Date TBD)	Board Receives Timeline for Budget Adoption/Fee Study Approval/Approval of Fee/Billing	Nicolas/Fred
April 2024 (Meeting Date TBD)	Board Receives Initial Budget Recommendations	Nicolas/Fred
May 2024	Newspaper announcement is sent to be published in the paper on a Wednesday and Saturday in May	Cindy
May Special Rent Board Meeting	PUBLIC HEARING HELD: Board receives revised FY 24/25 Budget and Fee Study and considers adoption (if not adopted, item may be continued in June, potential Special Meetings required)	Nicolas/Fred
City Council Meeting in June – (staff will insert placeholder for subsequent meetings in the event item requires several meetings)	City Council Adopts Resolution Approving FY 24/25 Rental Housing Fee	Nicolas/Fred
June 2024	Rent Program staff notify Finance Department staff of adopted fee for inclusion in the City’s Master Fee Schedule	Nicolas/Fred

Section 11.100.060(n) of the Rent Ordinance states:

(n) Budget. The Board shall, prior to July 1 of each year, hold a public hearing on a proposed budget and adopt an annual budget for the ensuing fiscal year. At least thirty-five days prior to the beginning of each fiscal year, the Board's Executive Director shall submit to the Board the proposed budget as prepared by the Executive Director. After reviewing the same and making such revisions as it may deem advisable, the Board shall determine the time for the holding of a public hearing thereon and shall cause to be published a notice thereof not less than ten days prior to said hearing, by at least one insertion in the official newspaper. Copies of the proposed budget shall be available for inspection by the public in the office of the Board at least ten days prior to said hearing. The City Council and the City Manager shall have no authority to oversee, supervise, or approve this budget. Upon final adoption, the budget shall be in effect for the ensuing fiscal year and the amounts stated therein shall be and become appropriated by the Board for the respective objects and purposes therein specified. At any meeting after the adoption of the budget the Board may amend or supplement the budget by the affirmative votes of at least three members. Copies of the adopted budget and any amendments or supplements shall be filed with the City Clerk, and City Manager.

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MEMORANDUM OF UNDERSTANDING

between

The City of Richmond, California

and

**The General Employees Bargaining Unit
Service Employees International Union (SEIU),
Local 1021**



July 1, 2021 – June 30, 2025

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MEMORANDUM OF UNDERSTANDING

between

THE CITY OF RICHMOND, CALIFORNIA

and

**GENERAL EMPLOYEE BARGAINING UNIT
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021**

2021 – 2025

PREAMBLE

This **AGREEMENT** (hereinafter “Agreement”) entered into by the City of Richmond (hereinafter “City”) and Service Employees International Union Local 1021, AFL-CIO, (hereinafter “Union”) has as its purpose the harmonious labor relations between the City and the Union; establishment of an equitable and peaceful procedure for the resolutions of differences; and the establishment of rates of pay, hours of work, and other conditions of employment.

Representatives of the City and the Union have met and conferred regarding wages, hours, and other terms and conditions of employment, have exchanged proposals and have endeavored to reach agreement on matters relating to the employment conditions and employer-employee relations of such employees.

The legal relationship between the City and the Union is governed by the Meyers-Milias-Brown Act (California Government Code sections 3500, et seq.), the City’s Charter, the City’s Employer-Employee Relations Resolution, the City’s Personnel Rules, and this Agreement. Whenever this Agreement contains a provision relating to a subject matter which is also referred to in the Employer-Employee Relations Resolution, Personnel Rules or any other City ordinance, policy or regulations, the provisions of this Agreement shall prevail.

The term “Agreement” as used herein means the written agreement provided under Government Code Section 3505.1.

ARTICLE I – GENERAL PROVISIONS

I A. DISCRIMINATION PROHIBITED

There will be no discrimination against any employee because of race, color, age, physical or mental disability, religion, creed, sex, sexual orientation, national origin, lawful activities on behalf of the Union, lawful social activities not affecting or related to work performance, or for any other reason prohibited by law. Filing a discrimination, harassment or retaliation complaint containing one or more of the same allegations with state and/or federal agencies shall terminate any grievance

process provided for in this Memorandum of Understanding.

I B. MUTUAL RIGHTS AND RESPONSIBILITIES

The City of Richmond and Service Employees International Union Local 1021 agree that both have obligations and responsibilities to see that the statutory and budgetary objectives of the City of Richmond are attained and that the public receives services as programmed in an effective and efficient manner.

The City of Richmond has the duty to execute the traditional responsibilities of management including the determination of the level of and the manner in which City activities are conducted, managed, and administered and to maintain rules and procedures for the administration of the City to attain these goals. Nothing in this Agreement shall be construed to restrict any legal or inherent exclusive City rights, subject to the City's obligations under the MMBA including but not limited to the obligation to negotiate impacts within the scope of representation. These City rights include among others, the exclusive right to: determine the mission of its constituent departments, commissions and boards; set standards of service; determine the procedures and standards of selection for employment; direct its employees; relieve its employees from duty because of lack of work or for other good reason; and maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its operations and the technology and methods of performing its work.

The Union recognizes management's responsibilities and rights in this regard. The City, in turn, recognizes its responsibility to treat employees fairly and equitably and to meet and confer with the Union over changes affecting terms and conditions of employment.

I C. RECOGNITION

Service Employees International Union Local 1021, AFL-CIO, is the recognized employee organization for the General Employees Bargaining Unit and has concluded this Memorandum of Understanding through its authorized representatives. The employee classifications in such bargaining unit are set forth in the Recognition section of this Memorandum of Understanding and the Service Employees International Union Local 1021, AFL-CIO, hereinafter referred to as "the Union," is recognized as the exclusive representative of employees assigned to such classifications.

I D. DUES DEDUCTION

1. An employee may at any time execute a payroll deduction authorization form or forms ("Deduction Authorization Form") (including any Union dues, fees, or other deductions as permitted by law) furnished by the Union.
2. The Union shall be the custodian of records such as Deduction Authorization Forms and will provide the City with a certification that it has and will maintain a Deduction Authorization Form, signed by each individual from whose salary or wages the deduction is to be made ("Certification"). The Union shall not be required to provide the City a copy of the member's Deduction Authorization Form unless a dispute arises about the existence

or terms of the Deduction Authorization Form. However, the Certification will contain sufficient information to allow the City to identify the appropriate level of deductions for each employee.

3. Deductions in effect as of June 30, 2021 will remain in effect unless modified or revoked pursuant to this section. The City shall begin deductions in the amount prescribed by the Union in the next full payroll period after receipt of written Certification from the Union. Dues deductions shall not be retroactive. The City shall transmit such payments to the Union no later than thirty (30) days after the deduction from the member's earnings occurs.
4. Member requests to change or cancel deductions must be made to the Union and not to the City. The City shall not resolve disputes between the Union and represented employees concerning Union Membership or deductions. The City shall direct member requests to cancel or change deductions to the Union and shall rely on information provided by the Union regarding whether deductions for a member were properly canceled or changed. The City will cease deductions at the end of the pay period following notification from the Union to the City to cease deduction of Union Dues and/or COPE deduction, or a later date as specified by the Union (to coincide with the end of a pay period).
5. The employee's earnings must be sufficient after all other legal and required deductions and any employee voluntary deductions are made to cover the amount of the Union Dues and COPE deduction. When the employee's earnings are insufficient (whether the employee was in a full, partial or unpaid status), no Union Dues or COPE deduction will be deducted during that pay period.
6. The Union shall indemnify and save harmless the City, its officers, employees and agents from and against any and all loss, damages, costs, expenses, claims, attorney's fees, demands, actions, suits and judgments and other proceedings arising out of any collection of said Union Dues. If the Union provides legal representation to the City in such a proceeding it shall not be responsible for additional attorney fees voluntarily incurred by the City.
7. The City shall distribute the Union-furnished Deduction Authorization Forms to new unit members. Each pay period, the City shall provide the Union with a list of newly hired unit members.
8. In order to protect bargaining unit employees from harassment or invasion of privacy, the City shall promptly notify the Union of any third-party requests for contact, biographical and/or demographic information about the bargaining unit employees. The City shall promptly provide the Union a copy of the request and any materials submitted with the request.

I E. UNION RIGHTS

1. **Stewards:** The Union may designate at least one employee within each area or department as its steward for the purpose of assisting other union members in the resolution of grievances arising over the interpretation of the terms of this Memorandum of

Understanding and/or rules, policies, and ordinances regulating wages, hours and working conditions.

The Union shall annually, in January, provide a list of stewards to the Director of Human Resources. The Union shall inform the Director of Human Resources in writing of any additions or deletions of individual stewards within thirty (30) days of such a change.

2. **Officers' and Stewards' Release Time:** The City shall afford said officers (up to 3) and stewards reasonable time off during working hours without loss of compensation or other benefits when meeting with city representatives regarding grievances arising over the interpretation of rules, policies and ordinances regulating wages, hours and working conditions; provided, however, that said time is scheduled in advance with the supervisor so as not to unduly interfere with work load and job requirements as determined by the department head or division head.

The City shall allow designated officers (up to 3) and stewards one hour of paid time off to attend the Union's Monthly Stewards Meeting. The Union shall provide the City's Human Resources Director with a list of designated stewards and an annual list of scheduled Monthly Stewards Meetings.

During negotiations for a successor to this Memorandum of Understanding, the Union may designate up to 8 persons from the bargaining unit to meet and confer with the City's representatives.

During meetings with management (including Skelly meetings) regarding potential employee discipline, the Union may designate up to two stewards or officers in addition to professional union staff to attend, not to exceed three representatives.

General Membership meetings do not occur during working hours. Employees do not receive paid release time to attend, travel to or prepare for general membership meetings. However, employees who have a thirty (30) minute lunch may use up to sixty (60) minutes of accrued vacation leave to attend and/or travel to General Membership meetings. Employees who have a sixty (60) minute lunch may use up to thirty (30) minutes of accrued vacation leave to attend and/or travel to General Membership meetings. An employee must obtain prior approval to use accrued vacation leave as provided in Article III(B)(8).

During each calendar year, the Union shall be entitled to eighteen (18) hours of release time for Union Officers, Stewards, or designated Union members (the Union must provide a list to Human Resources delineating who the designated Union members are no later than January 1 of each year), to work on Union-related business. The Union is entitled to a total of eighteen (18) hours to be shared amongst all the Union Officers, Stewards, and designated Union members. In other words, each Union Officer or Steward does not receive eighteen (18) hours. The Union cannot request more than three (3) hours of release time a month, and no more than two (2) Union Officers or Stewards can be released at any given time. For example, for the month of June, the Union can request that the Union President and the Chief Steward meet for an hour to work on Union-related business. With such a request, the Union has three (3) hours of their eighteen (18) hour bank for the calendar year and cannot request any additional release time under this provision for the

month of June. If this was the only release time request by the Union under this provision for the calendar year, then the Union would have fifteen (15) hours of release time remaining in the calendar year. Time used for officers or stewards used for representation is not included as hours used in this provision.

In addition, the request for release time cannot result in overtime, either for the person requesting the release time, or for any back-fill of the position of the person requesting the release time.

All requests for release time under this provision must be made to the Human Resources Director or their designee, no less than three (3) business days prior to the day the release time is requested for. If the request cannot be accommodated due to a work conflict involving the person the release time was requested for, the Union and the impacted employee will be notified as soon as possible, no less than one (1) business day prior to the request for the release time.

The Human Resources Department will track the eighteen (18) hours allotted for this release time and will notify the Union when they have reached their eighteen (18) hour limit in a calendar year.

3. **Bulletin Boards:** The City agrees to designate bulletin board space on existing bulletin boards for the sole use of the Union. The parties agree to mutually explore and review such areas where insufficient bulletin boards exist and the City shall install same.
4. **Names and Classes of Represented Employees:** Within thirty (30) days of hire, promotion or separation, the City shall provide the Union with a list of all newly hired, promoted or separated employees covered by this Agreement and once each quarter (July, October, January, April) thereafter during the term of this Agreement. Such lists, culled from the City's payroll system, shall include the employee's:
 - Name
 - Date of hire, promotion or separation
 - Home address
 - Home and/or mobile telephone number, to the extent the City has that information
 - Personal email address, to the extent the City has that information
 - Work department
 - Classification
 - Work phone number
 - Work email address
5. **New Employee Orientations:**
 - 5.1 The City agrees that each newly hired employee, within the first thirty (30) days of employment, shall participate in an in-person orientation meeting as part of the New Employee Orientation.

- 5.2 Union Representatives shall be provided an opportunity to present to employees at the New Employee Orientation, for thirty (30) minutes. Employees will not suffer a loss in compensation for such time when the Union is presenting to the employee.

The City shall grant release time for up to two (2) Union Representatives, which shall include reasonable time for travel and set up, without loss of compensation to present at the New Employee Orientation. The Union shall provide the name(s) of the Union Representative(s) who are requested for release time for the Union's presentation at New Employee Orientation to the City at least forty-eight (48) hours prior to the scheduled New Employee Orientation.

Union Representatives are a Union staff member, the Union's elected chapter officers, and the Shop Stewards.

- 5.3 A newly hired employee who does not attend the New Employee Orientation will be scheduled for a subsequent New Employee Orientation. To the extent such employees for any reason do not attend, within thirty (30) days of beginning work, the Union shall have the option for a Union Representative to schedule a thirty (30) minute presentation on paid City time with the employee.

- 5.4 The City shall advise the Union of the dates and times at which the Union Representative(s) can present to employees covered by this Agreement. Such notice shall be provided at the earliest opportunity but no later than ten (10) days before the scheduled orientation. The City shall email the Union at least forty-eight (48) hours in advance of the New Employee Orientation a list of expected participants represented under this Agreement. Individuals not on the list and who show up for New Employee Orientation may be denied entrance by Human Resources to that particular New Employee Orientation meeting.

- 5.5 The Union agrees to stay within its designated time period and will not cause a delay to the New Employee Orientation agenda. For example, if the Union Representative(s) are scheduled to present from 9:00 a.m. – 9:30 a.m., and they arrive at 9:20 a.m., the Union Representatives shall have from 9:20 a.m. – 9:30 a.m. to present. If the Union Representative(s) arrive at 9:35 a.m., they have waived their opportunity to present to the group and no additional time or rescheduling will be afforded. However, if the Union Representative(s) are unable to make the scheduled time, the City agrees to make Union-provided information available to newly hired employees, as long as no information pertaining to either local or partisan elections is included in the Union-provided information.

- 5.6 The City will provide the Union an environment for the Union's presentation that is reasonably free from distractions. If multiple unions attend the New Employee Orientation, each union will meet with employees of the bargaining groups at the same time. Separate meeting rooms may be provided but are not guaranteed; however, groups will be divided into "break-out" sessions in the room and/or close proximity to the room schedule for New Employee Orientation.

- 5.7 The City will not observe or disturb the Union presentation

5.8 The Union will not disparage the City and/or its governing board(s) [e.g., City Council, Richmond Housing Authority], its supervisors or management during New Employee Orientations.

ARTICLE II DIRECT PAY FOR SERVICES

II A. SALARY

The salary schedule for classifications represented in the bargaining unit is attached to this MOU as Attachment "A."

1. Each employee shall receive a lump sum payment in the amount of \$3,800.00 (pro rata for benefited part-time employees) minus applicable payroll deductions. The Parties do not intend for this lump sum payment to be CalPERS compensable wages. The lump sum payment will be paid to employees on a check separate from the employee's bi-weekly paycheck. The City shall issue the lump sum payment checks within the first two pay periods after this City Council adopts this Memorandum of Understanding.
2. Effective the pay period including January 1, 2023, the City shall increase the monthly pay rate listed in **Attachment A** by 5.0% of the monthly pay rate in effect before such increase takes effect.
3. Effective the pay period including January 1, 2024, the City shall increase the monthly pay rate listed in **Attachment A** by 4.0% of the monthly pay rate in effect before such increase takes effect.
4. Effective the pay period including January 1, 2025, the City shall increase the monthly pay rate listed in **Attachment A** by 4.0% of the monthly pay rate in effect before such increase takes effect.

During the term of the MOU, the Parties shall reopen labor negotiations concerning base wage increases (no decreases) after the City receives a finalized classification and compensation study from The Segal Group, Inc.

II B. ACTING PAY

1. Each employee who is assigned to work in a position in a higher classification and who assumes the responsibilities and performs substantially all of the day-to-day duties of the position shall receive for each day of service in such class that step in the range allocated to the higher class which provides at least a five percent increase (5%) above their present salary rate, not to exceed the top step of the higher class, provided that the department head, with the approval of the City Manager, has so assigned the employee utilizing a Personnel Action Form. An employee so assigned must assume all or substantially all of the duties and responsibilities of the higher paid classification. An employee flexibly staffed within the employee's job classification series does not earn acting pay.
2. Should any member so assigned and working in a higher classification incur an injury or

illness which involves lost time during such assignment, he or she shall revert immediately to the regular classification and shall not receive acting pay for any time not actually worked; provided, however, that a member so assigned and working who incurs an industrial injury or illness shall be paid at the rate due the higher classification for time lost during the remainder of the period of the specified assignment only.

II C. OVERTIME AND COMPENSATION FOR OVERTIME

1. **Rate of Compensation for Overtime Worked.** Each employee in the classified service (clerical, professional, or blue collar) who is required to work, during any one calendar week, in excess of either their normally scheduled workday or work week shall be compensated either by cash at the rate of one and one-half (1 1/2) times the amount of time worked as overtime, or by compensatory time off at the rate of one and one-half (1 1/2) times the amount of time worked as overtime, except where federal legislation regarding overtime compensation may preclude the exercise of this option.
2. **Factors Which Govern Compensation for Overtime Worked.** Each employee who has earned overtime compensation shall have the right to request either cash payment or compensatory time off. Employees will be allowed to accumulate up to one hundred (100) hours of compensatory overtime. All accumulated overtime shall be taken upon the approval of the department head.
3. **Effect of Termination on Overtime.** Each employee who resigns or is otherwise terminated shall be entitled to compensation for their accumulated overtime of record.
4. **Approval.** All overtime work shall be subject to prior approval of the City Manager or their designee.
5. **Call Back Time.** An employee physically called back to work shall be credited with a minimum amount of three hours' time at the overtime rate. "Call back" generally shall be based upon either a proper request by an authorized person (an authorized person may include: a communications dispatcher or supervisor) to an employee prior to the time that employee normally would leave home for reporting to duty on that workday, or a proper request to an employee after that employee has completed the normally assigned duty hours of that workday and has left their job with the anticipation of being off duty until the next workday. These call back provisions shall apply to mandatory meetings convened on an employee's scheduled day off. Time which is worked as overtime within the provisions of this section, and which exceeds the three hours shall be compensated under the general overtime provisions. Call back time shall not be credited to any employee for time worked during the normal workday for that employee.

Whenever feasible, call back will first be offered to an employee in the classification and the unit that normally provides the work for which a call back is necessary. For example, if it is necessary to call back an employee to address an issue occurring within the purview of the impacted Department and/or division, attempts will be made to contact an employee from the impacted Department and/or division, within the classification required to perform the necessary work. If an employee from the impacted Department and/or division cannot be reached, then employees in the classification required to perform the necessary

work will be contacted from other divisions in the City.

6. **Certain Exceptions and Exclusions.** Each employee who works under a seasonal, limited term, part-time or intermittent appointment shall be excluded from these provisions until the total hours actually worked by such employee in a calendar week exceeds the full work week as herein defined.

II D. SHIFT DIFFERENTIAL

1. An employee who is regularly assigned to work five (5) or more hours between the hours of 4 p.m. and 12 midnight (evening shift) shall receive an additional five percent (5%) above their individual salary rate. An employee who is assigned to work five (5) or more hours between the hours of 12 midnight and 8 a.m. (night shift) shall receive an additional seven and one-half percent (7-1/2%) above their individual salary rate.
2. Library employees and Recreation Program Coordinators who are assigned to work between the hours of 5 P.M. and 9 P.M., shall receive additional compensation of eighty cents (\$.80) each hour.

Employees working rotating shifts (defined as shifts where an employee is required to change from days, swing, and graveyard on a regular basis, but not when such changes occur less frequently than once each 6 months) shall receive in addition to their regular compensation 7 1/2% when working graveyard, 5% when working swing, or 2 1/2% when working days. Shift work for bargaining unit members not in the Police Department will generally be assigned for a six-month period.

3. Payment of these differentials shall be for evening or night shifts actually worked except that an employee regularly assigned to an evening, or night or rotating shift shall continue to receive the pay differential during paid leave to the extent required by law.

II E. BILINGUAL PAY

Positions certified by the Human Resources Management Department as bilingual shall receive 2% additional compensation. The City agrees to add sign language to the languages eligible for bilingual compensation.

II F. TRAINING DIFFERENTIAL

Communication Dispatchers II, Code Enforcement Officers II, and Jailers shall receive a 5% differential above their base pay when assigned to formal training duties in accordance with the Police Department's training program for new Dispatchers, Code Enforcement Officers, and Jailers. Additionally, effective February 1, 2007, Communications Dispatchers II will receive two (2) hours of overtime per week during the time period they are assigned to formal training duties to facilitate the completion of the daily and bi-observation reports.

II G. LOCKSMITH DIFFERENTIAL

Effective April 1, 2018 (pursuant to agreement by the parties), employees in the Department of

Infrastructure Maintenance and Operations (DIMO) shall be eligible to receive a Locksmith Pay Differential of 7% over their regular base pay when assigned to specific duties as defined below:

Managing the City's Key Control Policy, servicing and repairing locks for City facilities, maintaining our panic devices, and other duties related to locksmithing. Employees that receive this differential must be registered as a Certified Locksmith and be assigned as such by the Facilities Maintenance Superintendent.

II H. HAZARDOUS DUTY PAY DIFFERENTIAL

Effective April 1, 2018 (pursuant to agreement by the parties), employees in the following classifications shall receive a Hazardous Duty Pay Differential of 10% over their regular base pay when assigned to specific duties as defined below. This differential is being paid to the following classifications only in recognition of the fact that their current job classifications do not include the duties defined below (A):

- Maintenance Worker I/II
- Equipment Operator
- Grounds Keeper Gardener
- Gardener
- Parks Constructions Maintenance Worker
- Maintenance Lead Worker
- Building Trades Worker 1 - 4

Hazardous Duty Pay will only be paid to employees who are assigned by their supervisor and/or designee, to execute the hazardous duties defined below in (A). It will not be paid to an employee who undertakes to perform the hazardous duties listed below in (A) on their own, without proper authorization, either expressed or implied.

The Department Supervisor or Superintendent shall authorize payment of the differential and maintain records of hazardous duty pay authorizations.

The Hazardous Duty Pay Differential will only be given for the actual time an employee(s) work on the hazardous assignment.

(A) The following duties are the only duties that are hereby established as duties that are entitled to receive the Hazardous Pay Differential:

1. Homeless Encampment Abatement – Specifically, the abatement of established homeless encampments that includes removal of trash, junk, debris and personal items and potentially hazardous materials.
2. Charred Building Demolition – specifically, crews assigned to demolishing, abating and disposing of burnt and/or charred buildings.

II I. STANDBY PAY

Employees assigned to standby duty, during any consecutive 7-day period, shall be paid fifty-two (52) hours at straight time for forty (40) hours of work. If an employee is not available for duty during any portion of the seven-day period, due to illness or other reason, 1.1 hours shall be deducted for each day or portion of the day they are is not available.

II J. PROMOTION - EFFECT ON RATE OF COMPENSATION

Whenever an employee is promoted to a higher class, they shall be entitled to receive in the new position the nearest higher monthly salary range which attaches to the higher class. Such increase must be at least five percent.

II K. EFFECT OF CERTAIN PERSONNEL ACTIONS UPON SALARIES

“Y” rating occurs when the City eliminates a job classification and reallocates the employee to another classification, with a lower maximum salary than the maximum salary for the incumbent's eliminated classification. The City shall also “Y” rate an employee occupying a position in a classification if the maximum salary rate is reduced. Such continuation of present salaries shall each be designated as a "Y" rate. When an employee on a "Y" rate vacates their position, the employee's successor in that position shall be paid in accordance with the salary ranges established by this Memorandum of Understanding. This section shall not apply to an employee who voluntarily demotes to a lower paying classification.

II L. ELIGIBILITY FOR SALARY ADVANCEMENT

An employee shall normally be eligible for salary advancement within the salary range for the employee's classification for each year of satisfactory service unless the employee's classification only has one rate of pay. If an employee's service is not deemed satisfactory, based on a written performance evaluation, the employee may not be eligible for consideration for salary advancement.

If an employee does not receive an evaluation within 60 days after their anniversary date and the employee is scheduled for a step increase, the step increase will be paid to the employee retroactively to their anniversary date.

Nothing in this section shall be construed as limiting the authority of the City Manager to increase, make no change in, or reduce the salary of any employee in the bargaining unit within the currently approved salary range for good or sufficient cause.

II M. PERFORMANCE EVALUATIONS

Each employee shall receive a written performance evaluation annually on or about their anniversary date. The anniversary date is the date an employee was hired, or last promoted. An employee's anniversary date may change during employment for various reasons. Evaluations are due on or about the employee's current anniversary date.

Performance evaluations serve to 1) memorialize an employee's performance and behavior during the rating period, 2) identify and/or remind the employee about necessary performance and/or behavioral areas for improvement, and 3) offer suggested means to improve. In short, evaluations both record and teach. Both parties prefer to have supervisors provide this feedback to employees in a verbal and/or written manner on an as-needed basis during the rating period, culminating in a written performance evaluation. Supervisors may document their interactions with employees to provide this feedback. Evaluations must be factual. Evaluations should not falsely portray an employee's performance and/or behavior positive or negative.

II N. DEMOTION

The City shall determine an employee's new rate of compensation within the salary range for the employee's new classification in all cases of demotion, (voluntary or disciplinary).

ARTICLE III - INDIRECT PAY AND ALLOWANCES

III A. INSURANCE

For purposes of this Article, when referred to herein the term "Registered Domestic Partner" shall mean a person who meets the criteria specified in Section 297 of the Family Code of the State of California and who is duly registered as such by the California Secretary of State's Office.

1. Medical Insurance

1.1 CalPERS Health Insurance Plans

The City contracts with the California Public Employees' Retirement System (PERS) Health Benefits Program to provide medical insurance for all active employees, retirees and eligible survivors (including those in the City of Richmond General Pension Fund) of retirees. Eligibility of retirees and survivors of retirees to participate in this program shall be in accordance with the regulations promulgated by PERS. Unless prohibited by PERS or by law, the health plan coverage described herein shall apply to persons retired.

The City shall pay the CalPERS Minimum Employer Contribution Amount required by law.

Additional City Medical Insurance Premium Contribution

The City shall make an additional monthly contribution beyond the CalPERS Minimum Employer Contribution Amount for each active employee eligible for medical coverage who has enrolled in one of the PERS medical insurance plans offered by the City. Payment shall be sufficient to cover the premium of the Kaiser Bay Area Region medical plan minus the CalPERS Minimum Employer Contribution Amount required by law. For employees with no dependents, the monthly contribution shall be at the single premium rate; for employees with one dependent, the monthly contribution shall be the two-party rate; and for employees with more than one dependent, the

monthly contribution shall be the family rate. For the term of this Agreement only, should the premium for the Kaiser Bay Area Region medical plan change, the City shall change the monthly contribution to be paid toward this benefit by the same amount as the premium change. If any employee chooses a plan more expensive than the Kaiser Bay Area Region plan, the City contribution shall be no more than the Kaiser Bay Area Region premium minus the CalPERS Minimum Employer Contribution Amount at the appropriate single, two-party or family rate, and the excess premium cost shall be paid by the employee.

1.2 Medical Benefit Opt-Out

Employees who opt not to use the City's medical insurance, and who can document in the manner required by law that they have alternative Patient Protection and Affordable Care Act compliant group health insurance shall receive \$150.00 per month for employees eligible for employee-only medical insurance and \$200.00 per month for employees eligible for two-party or family medical insurance. The Federal legal requirements are as follows:

- a) The employee certifies that the employee and all individuals in the employee's tax family for who coverage is waived, have alternative Minimum Essential Coverage as defined by the Patient Protection and Affordable Care Act through a provider other than a Federal marketplace, a State exchange, or an individual policy.
- b) During the City's annual open enrollment period, the employee must complete an annual written attestation that the employee and the employee's tax family are enrolled in alternative Minimum Essential Coverage. The employee agrees to notify the City no later than 30 days after the employee or other member(s) of the employee's tax family lose coverage under the alternative Minimal Essential Coverage Plan.
- c) The employee understands that the City is legally required to immediately stop conditional opt-out payments if the City learns that the employee and/or members of the employee's family do not have the alternative Minimal Essential Coverage.

The City reserves the right to modify at any time, the amount an employee is eligible to receive under this paragraph, if required by IRS regulations, other legislation or Federal and/or California agency guidance.

This option is available at any time. If an employee loses the alternative medical insurance the City will allow immediate reinstatement to the City's health plan at the employee's eligibility level. Bargaining unit members receiving money in lieu of benefits may apply the money towards the IRS Section 457 Deferred Compensation Plan or receive the money as a taxable addition to their salary.

1.3 Taxation

The City shall not treat its medical benefit contributions described in Section III(A)(1)(1.1) above as compensation subject to income tax withholding unless the

Internal Revenue Service and/or the Franchise Tax board indicates that such contributions are taxable income subject to withholding. Each employee shall be solely and personally responsible for any federal, state, or local tax liability or penalty that may arise out of the implementation of this section.

1.4 Permanent Part-Time Employees

- a) Permanent part-time employees may receive medical benefits as follows: The City will only contribute the current CalPERS Minimum Employer Contribution Amount for part-time employees who regularly work between twenty and twenty-four hours per week. These employees shall pay the balance of the medical insurance premium.

- b) Permanent part-time employees who regularly work 25 hours or more per week may elect to receive the same medical plan benefits described in Section III(A)(1)(1.1) as full-time employees.

1.5 Eligibility Changes

Employees shall have the right to inform the City of an increase in their dependents at any time and have the amount contributed be adjusted accordingly, in accordance with PERS or the insurance carrier's rules.

Employees shall inform the City within thirty days that one or more family members are no longer dependents, and the City shall correspondingly reduce its monthly contribution. Applicable circumstances include but are not limited to divorce, death, children turning 26 years old and a dependent obtaining other medical insurance.

1.6 Retiree Medical Benefits

The City will pay the CalPERS Minimum Employer Contribution Amount on behalf of eligible retirees for CalPERS retiree medical insurance premiums. The City will also reimburse retirees who are eligible for retiree medical benefits as described in subsection "1.7" below in the amount of \$435.00 per month for retirees eligible for retiree only coverage and \$567.00 per month for retirees eligible for two-party or family coverage. Retirees may add new dependents during retirement but the City will not increase its reimbursement to contribute towards the premiums for these new dependents.

When a retiree or surviving dependent becomes eligible for Medicare benefits, the monthly reimbursement shall be reduced to the amount deducted from the pension check for supplemental medical insurance and shall be no more than the reimbursement for which they are eligible described above. The City will not cover any Medicare costs.

Retirees may receive the reimbursement for which they are eligible described above for a non-PERS health plan if 1) the non-PERS health plan is selected at the same time that an employee drops a PERS health plan and 2) the retiree submits monthly proof of payment of the premium. Once such a selection is made, the retiree may opt back into

a PERS health plan but the City will not reimburse the retiree for any portion of the premium.

1.7 Retiree Medical Benefit Eligibility

To be eligible for the reimbursement described in Section III(A)(1)(1.6), the retiree must (1) retire within 120 days of separation from the City payroll, (2) be enrolled in a PERS medical plan offered by the City at the time of separation and thereafter, and (3) meet the following service and age requirements:

<u>Age</u>	<u>Full-time Service with City</u>
55 and older	10
54	12
53	14
52	16
51	18
50	20

Employees who retire on a PERS approved disability and have 10 years of service with the City shall also be eligible for City reimbursement towards medical benefits as described in Section III(A)(1)(1.6).

1.8 Retiree Medical Benefit Conditions

The reimbursement set forth in Section III(A)(1)(1.6) shall be made monthly from the date of the first CalPERS pension check until the retiree ceases to participate in the PERS Medical program. However, if the retiree goes from having one or more dependents to having no dependents, the City's reimbursement shall be reduced as described in Section III(A)(1)(1.5). If the retiree becomes Medicare eligible, the City's reimbursement shall be reduced as described in Section III(A)(1)(1.6). If the retiree fails to report any of these changes in status to the City within 30 days of their occurrence, the retiree shall be liable for refunding the excess amounts received to the City.

1.9 Retiree Medical Benefit Survivors

If a retiree qualifying for benefits above is survived by a spouse or registered domestic partner at the time of retirement who qualifies as an annuitant (i.e., is continuing to receive a pension from PERS or the City) the surviving spouse shall receive all the benefits described above if allowed by CalPERS rules. The survivor will be subject to the same administrative procedures applicable to retirees.

1.10 Effective the pay period including January 1, 2024, employees shall begin making contributions to the retiree medical benefit pre-funding trust in an amount determined by the second-step annual base wage for their current job classification. The contribution amounts are as follows:

Employees in job classifications with annual second-step base wages in the amount of \$60,000 or less shall pay \$50.00 per month.

Employees in job classifications with annual second-step base wages falling within the range of \$60,001 and \$80,000 shall pay \$75.00 per month.

Employees in job classifications with annual second-step base wages in the amount of \$80,001 or more shall pay \$100.00 per month.

These payments shall occur as payroll deductions and shall be tax-free to the extent allowed by law.

Part-time employees in the bargaining unit shall make monthly retiree medical benefit pre-funding trust contributions on a pro-rata basis. As an example, this means that a part-time employee in a job classification with a second step making less than \$60,000 per year who works a three-quarters time schedule (28.125 hours per week) would pay \$37.50 per month to the trust.

2. **Dental Plan**

The City shall contribute the full premium toward group dental plan benefits for employees and dependents with a \$2,000 lifetime maximum for orthodontics per person. The maximum dental benefit (except for orthodontics) is \$1,700 per year for a PPO in-network dentist and \$1,500 per year for an out-of-network dentist.

Employees may utilize the dentist of their choice to obtain dental care in the PPO Network as specified in the Delta Dental Benefit Highlights. The City's dental plan includes additional information regarding benefits. Permanent part-time employees shall be entitled to participate in the dental plan. These employees, and not the City, will pay the premium for the dental plan.

3. **Vision Plan**

The City shall contribute the full premium for a no deductible group vision plan providing for well-vision exams and/or new lenses every twelve months and new frames every twenty-four months. The City's vision plan includes additional information regarding benefits.

Permanent part-time employees working 20 hours or more a week are eligible for this City-aid benefit.

4. **Life Insurance**

The City shall provide group life insurance coverage in the amount of \$30,000. This policy will apply to permanent part-time employees providing they work 20 hours or more a week.

5. **Disability Insurance**

The existing long-term disability insurance program for full-time employees shall include payment of sixty percent (60%) of the first \$5,000 of each employee's pre-disability earnings, reduced by deductible income, after a thirty (30) day waiting period. Disability insurance payments shall not extend beyond age 65 for disability caused by accident and for a period not to exceed five (5) years for disabilities caused by illness. This policy will apply to permanent part-time employees providing they work 20 hours or more a week.

The above coverage is subject to any terms and limitations of the agreement with the insurance carrier.

6. **Flexible Benefits Plan**

The Flexible Benefits Plan is available to all bargaining unit employees. The City administers the plan under the provisions of IRC Section 125, subject to any changes in Federal law and/or regulations that may occur.

Employees may use their own funds on a tax-free basis to participate in the Flexible Benefits Plan.

Options available through the Plan shall include, but not be limited to:

- a) Dependent Care Assistance Account
- b) Medical Expense Reimbursement Account
- c) Adoption Assistance Account
- d) Qualified Transportation Account
- e) Parking Benefit Account

III B. LEAVES

1. **Leaves of Absence**

1.1 The City Manager may grant leaves of absence without pay for a period not to exceed one (1) year.

1.2 No employee shall be granted a leave of absence without pay for a period in excess of three (3) days unless:

- a) They make a written request of their department head stating the reasons;
- b) The department head recommends it;
- c) The Director of Human Resources Management recommends favorable action to the City Manager; and
- d) The City Manager approves it.

1.3 A request for leave of absence without pay for a period of three (3) days or less may be granted to an employee by their department head.

1.4 Failure on the part of an employee to report promptly at the expiration of their leave may be considered job abandonment which may cause automatic employment termination as provided by law. Article IV(B)(4) describes the absence without leave process.

1.5 An employee who has taken a leave of absence without pay for a total of thirty (30) days or more within a given service year shall have their anniversary date set back by the time in excess of the thirty 30 days. Leaves of absence without pay for a period totaling less than thirty 30 days in the given service year shall have no effect on the employee's anniversary date. In the case of the employee anniversary date for impending lay-off, all time taken as leave of absence without pay will be subtracted, in establishing the anniversary date. This section does not apply to employees on family medical leave or workers compensation injury leave.

1.6 The following shall be considered as normal types of leaves of absence:

- Leave of Absence without Pay
- Leave of Absence with Pay using the employee's accrued leave
- Sick Leave
- Workers Compensation Leave
- Vacation Leave
- Military Leave
- Bereavement Leave
- Jury Duty
- Parental Leave
- Family & Medical Leave

1.7 The City Manager, upon recommendation of the department head and the Director of Human Resources Management, shall have the authority to grant leaves of absence with pay using the employee's accrued paid leave. The manner of and the condition for granting such leaves shall be prescribed by the City Manager, except that where a leave of absence with pay is to extend for a period of more than two calendar weeks, it shall require specific approval of the City Council.

2. **Bereavement Leave**

Only City employees working full-time and continuously in a regularly established City position and permanent part-time employees shall be eligible for the Bereavement leave provisions specified below.

In case of death within the immediate family of an eligible employee, that employee shall have a right to leave of absence with full pay to a maximum period of four (4) consecutive workdays for each such death. Such leave must have one or more of these purposes: Making arrangements for burial services; enabling employee and family members to recover from emotional upsets; and settling property, estate and similar problems.

In unusual cases, additional full-pay leave may be granted by the City Manager, provided that the eligible employee justifies the need in writing and the department head and

Director of Human Resources Management recommend approval.

Absence by eligible employees to attend burial services of persons other than those specified in this Section shall be either as compensatory time off, in no-pay status, or as vacation in amounts needed.

Usage of the foregoing provisions of this section shall be subject to the approval of the department head, City Manager, or their fully authorized representative.

One (1) day of bereavement leave is available to attend services for relatives not meeting the definition of "immediate family" as listed in the Definitions Section of this agreement. These would include nieces, nephews, and cousins.

3. **Sick Leave**

3.1 Accrual Rate

Each eligible employee shall accrue sick leave credits at the rate of one (1) day per month of service beginning thirty (30) calendar days immediately following original appointment. There shall be no limit on the number of sick leave days that an employee may accumulate.

3.2 Accrual Rate for Permanent Part-Time Employees.

Each permanent part-time employee who works at least 1,200 hours per calendar year shall be entitled to pro-rated sick leave based upon their date of employment, upon the number of calendar years in which service has been rendered and upon the further provision that employees who work a basic 40-hour work week and who have averaged 37 1/2 or more hours per week during the total scheduled work weeks per year shall be entitled to full sick leave provisions.

A part-time worker who converts to full-time (without a break in service) carries forward any pro-rated sick leave they have accrued at the time of entry into full-time work.

3.3 Payment for Unused Sick Leave.

Each eligible employee who has used five (5) days or less of sick leave during the preceding calendar year may elect to receive pay for twenty-five percent (25%) of the sick leave earned during the preceding calendar year less the amount of such leave used during the same period. At the employee's option the payment for unused sick leave may be converted to equivalent vacation time. Forms for determining employee option preferences are administered by the office of the Finance Director such that employees will make their preferences known by January 15; if payment is selected, such payment shall be made no later than the second payroll period in February of that calendar year. When an employee elects to receive payment in cash or vacation time, their sick leave balance shall be reduced by the amount paid off in cash or converted to vacation. Sick leave not converted to vacation or cash will remain on the employee's credit. To be

eligible for this provision, an employee must have been a full-time employee for two (2) years prior to the calendar year on which the pay for unused sick leave calculation is based.

3.4 Conversion of Sick Leave to Pension Credits.

Those employees who are members of the Public Employees Retirement System (PERS) and who retire from City employment shall be entitled to convert all unused sick leave credits to service credit for the purpose of calculating retirement benefits at the rate of .004 years of service for each unused day of sick leave in accordance with and subject to the provisions of California law.

3.5 General Provisions.

Sick leave properly may be used for the following health purposes: illness, non-job disability, dental care, diagnosis, and therapy when requested or ordered by competent medical-dental authority, and family illness or injury.

3.6 Family Sick Leave.

A bargaining unit member may use sick leave for illness or injury to a member(s) of their family as identified in California Labor Code Section 233. The maximum amount of sick leave that may be used for this purpose in any one (1) calendar year shall be six (6) working days.

A doctor's certificate indicating if an employee has a condition described in subsection "3.5" above must be furnished on the request of the City Manager or department head, or their designee, and at such time thereafter during the same sick leave as the City Manager or department head shall deem necessary. But in any event, a doctor's release to return to work shall be mandatory after seven (7) consecutive workdays of sick leave.

4. **Family and Medical Care Leave.**

Pursuant to State and Federal law, the City will provide family and medical care leave for eligible employees. Family and medical care leave entitles an employee to up to 12 weeks of continuation of health, dental and vision benefits in a 12-month period. Family and medical leave may be taken for any of the following reasons: the birth, adoption, or placement of a child for foster care in the employee's home; the serious illness of the employee; or the serious illness of a spouse, child, or parent.

The following provisions set forth unit members' rights and obligations with respect to such leave. Rights and obligations which are not specifically set forth below are set forth in the Department of Labor regulations implementing the Federal Family and Medical Leave Act of 1993 (FMLA) and the regulations of the California Fair Employment and Housing Commission implementing the California Family Rights Act (CFRA). Unless otherwise provided by this section, "leave" under this section shall mean leave pursuant to the FMLA and the CFRA.

4.1 Amount of leave.

Eligible members are entitled to a total of 12 workweeks of leave during any 12-month period. A member's entitlement to leave for the birth or placement of a child for adoption or foster care expires 12 months after the birth or placement. If both parents work for the City, they may use a total of 12 workweeks of leave, between them, for the birth or adoption of a child.

The 12-month period for calculating leave entitlement will be a "rolling period" measured backward from the date leave is taken and continues with each additional leave day taken. Thus, whenever a member requests leave under this provision, the City will look back over the previous 12 month period to determine how much leave has already been used under this provision and determine the balance available.

4.2 Use of other accrued leaves while on leave; if a member requests leave for their own serious health condition, the member must also exhaust sick leave concurrently with the leave.

4.3 While the City recognizes that emergencies arise which may require employees to request immediate leave, employees are required to give as much notice as possible of their need for leave. If leave is foreseeable, at least 30-days' notice is required. In addition, if an employee knows that they will need leave in the future but does not know the exact date(s) (e.g., for the birth of a child or to take care of a newborn), the employee shall inform their supervisor as soon as possible that such leave will be needed. If the City determines that an employee's notice is inadequate or the employee knew about the requested leave in advance of the request, the City may delay the granting of the leave until it can, in its discretion adequately cover the position with a substitute.

4.4 During the term of this Agreement, the City may negotiate with SEIU Local 1021 to develop a policy which if mutually agreed upon shall replace this Article III, Section (B)4.

5. Parental Leave

5.1 California law affords natural mothers disabled by their pregnancy with unpaid leave time. The City Manager may extend this legally required leave of a natural mother disabled by her pregnancy for an additional two months with appropriate medical documentation. During this leave, the City will continue to pay the premium for her PERS medical plan. During this leave the employee shall be entitled to full access to long-term disability insurance, subject to the terms of the LTD policy.

5.2 All fathers or adoptive parents shall be granted 30 days leave without pay commencing one week prior to the birth or adoption of a child, during which time the City will continue to pay the premium for the employee's PERS medical plan.

5.3 All parents granted a leave of absence as described in a. and b. above, shall receive one weeks' paid leave as part of their parental leave. Payment will be made upon the birth of a child, or upon taking custody of a child through adoption.

6. **Jury Duty**

A City employee ordered to jury duty during the employee's regularly scheduled work hours has a right to fully paid leave during actual jury services. The following shall apply:

6.1 All employees generally shall willingly accept ordered jury duty as one of the obligations upon all eligible citizens.

6.2 Employees shall properly inform the officials who control jury duty of such unusual factors in their City jobs, including workload, as the jury officials might judge to be adequate grounds for deferral of or excuse from jury duty.

6.3 Such leave may be based upon, but is not limited to, coroner's inquest, county superior court, and federal jury duty.

6.4 Employees shall pay immediately to the City such amounts of money as they receive as per diem but shall be entitled to keep such mileage payments as are made to them.

6.5 Each employee shall expeditiously report their probable absence for jury duty and must report promptly the termination of active jury service. Employees whose shifts and days off are other than day shift Monday through Friday, shall be temporarily assigned day shift Monday through Friday for the duration of jury duty. Employees will be expected to give two weeks or more notice of their call for jury duty and provide a copy of the jury summons.

7. **Military Leave**

Military leave shall be granted in accordance with the provisions of California State Law. All employees entitled to and taking military leave shall give the department head the right within the limits of military necessity and regulations to determine when such leave shall be taken. When an employee is called for and serves extended active duty in the military, the City will pay the difference between the employee's extended active duty pay and the employee's base pay for a period of up to twelve months.

An employee claiming reimbursement under this section must provide the City with a copy of their military orders and documentation of pay received from the military.

If the employee applies to the Public Employee retirement System for PERS credit, and is approved, the City will make the necessary contributions as if the employee had been receiving full City-paid salary while on extended active duty, for a period of up to twelve months.

In the event of military leave longer than twelve months, an employee may use accrued vacation on a pro-rated basis to make up the difference between military pay and the employee's base pay.

No person shall be appointed permanently to a position from which another is on military leave. However, an employee appointed to fill a position of another employee on a military

leave absence may apply to another position in the same class if there is a vacancy.

8. **Vacation Leave**

8.1 An employee shall accrue vacation leave unless:

- a) An employee is employed on a part-time basis and worked less than 1,200 hours in the preceding calendar year.
- b) The employees who are employed on a seasonal basis or a temporary appointment.

8.2 **Full Time Employee Vacation Accrual Rate:**

Each full-time employee shall accrue vacation at the rates specified below beginning with the date of original appointment.

The authorized annual vacation leave for employees shall be:

<u>WORKING DAYS</u>	<u>YEARS OF SERVICE</u>
10	1-3
15	4-14
20	15-22
25	23-29
30	30 thereafter

8.3 **Rate at Which Vacation Leave Shall Accrue for Other Than Full-Time Employees.**

- a) Each part-time employee and who has worked 1,200 hours or more of the annually scheduled working hours in the preceding calendar year without a termination of employment shall be entitled to pro-rated vacation leave based upon their date of employment, upon the number of calendar years in which service has been rendered, and upon the actual amount of time worked on the preceding calendar year; with the further provision that employees who work on a basic 40-hour work week and who have averaged 37 1/2 or more hours per week during the total scheduled work week per year shall be entitled to full vacation.
- b) A part-time worker who converts to full-time (without a break in service) would continue to accrue vacation at the same rate they have at the time of entry into full-time work. This accrual rate, and the date for increased allotment, are determined by the number of calendar years of vacation credit the employee has. Vacation accrual occurs only in those calendar years when an employee has worked 1,200 hours or more. These years of service do not have to be successive.

8.4 **Limitation on Vacation During First Year of Service.**

Each permanent employee must have served one (1) year continuously in order to be eligible to take vacation leave. However, an employee may use vacation after six months of continuous service if approved by the City.

8.5 **Other Limitations on Vacation Leave and Accumulation of Vacation Leave.**

- a) An employee shall cease accumulating vacation leave when she/he reaches a maximum amount as listed below.

<u>YEARS OF SERVICE</u>	<u>MAXIMUM ACCRUAL</u>
1-3	20 working days
4-14	30 working days
15-22	40 working days
23-29	50 working days
30+	60 working days

Permanent part-time employees' vacation limitation will be prorated based on the above schedule.

Employee vacation leave balances appear on each paycheck or are available in MUNIS.

- b) No employee shall take more than the equivalent of one (1) annual vacation period in any one calendar year, except when vacation has been deferred at the request or order of the department head and approved by the City Manager, in the best interests of the City government and the employee.
- c) Vacation which was deferred at the request or order of the department head and approved by the City Manager is excluded from the preceding provisions of this section. Requests for deferring vacation must be presented to the City Manager before October 30 of any calendar year.

8.6 Time at Which Vacation Leave Shall be Taken.

The times at which an employee shall take their vacation leave during the calendar year shall be determined by the department head with due regard for the wishes of the employee and particular regard for the needs of the service. Employees must request advance approval for vacation leave at least 48 hours in advance of the proposed date. A supervisor/manager shall approve or deny an employee's vacation use request within five workdays of actual receipt of the employee's written vacation request. Failure to respond within five working days is inappropriate but does not render the vacation request automatically approved.

At the beginning of each calendar year, employees may request in writing the dates they wish to utilize vacation leave during that year. During the months of January through March of each year, vacation requests shall be approved on the basis of seniority, provided that the supervisor may turn down a request if not enough skilled or certified employees would be available on a certain date. After March 31 of each year, vacation requests will be honored on a first come first served basis, while still ensuring that enough skilled or certified employees are available each day. However, the department head must ensure that each employee uses their vacation leave within the calendar year unless that employee requests and obtains deferment under the preceding provisions of this section.

8.7 Effects of Holidays and Vacation Leave.

In the event one or more City holidays fall within a vacation leave, such holidays shall not be charged as vacation leave.

8.8 Effect of Extended Military Leave on Vacation Leave.

For the purpose of determining length of service, time spent on military leave from City service shall be counted as time spent in the service of the City.

8.9 Vacation Amounts at Termination of Active Employment.

Following termination of active employment from whatever cause, the City shall pay to the employee or to the estate such vacation as was due to the employee at termination.

8.10 Vacation Sell-Back

Annually, employees with at least two (2) years of full-time, regular service shall have the option to sell back up to five (5) workdays (based on your regularly scheduled work week) of accumulated vacation time. Payment of sold vacation time will be made on the second payroll in December. Eligible employees must exercise this option on forms provided by the City no later than October 1 preceding that calendar years payout.

8.11 Vacation Usage.

The City will permit employees to use vacation accruals in hourly increments.

9. Injury Leave Payments

9.1 Any City employee, who is medically certified to be temporarily disabled because of bodily injury or illness arising out of and in the course of employment shall be paid their full salary up to a maximum of 26 weeks per injury/illness from the date that they are unable to work (and no more than 39 weeks in any two-year period regardless of the number of injuries/illnesses) subject, however, to the following conditions:

9.2 If any employee exhausts their 39 weeks of full pay as described above, and continues to be temporarily disabled, they will be paid the appropriate temporary disability as prescribed by the Workers Compensation code up to the maximum permitted.

9.3 When an employee returns to work or is medically determined to be permanent and stationary, or receives a disability retirement, the City's liability for temporary disability payments or salary continuation will be terminated. The City will consider providing an accommodation consistent with federal, state, and local law, provided the accommodation is medically necessary, reasonable, feasible, and likely to enable the employee to perform the essential functions of their position, and so long as it does not impose an undue hardship on the City of Richmond. This may include leave or other accommodations which might enable the employee to perform the essential functions of their position. During the time the employee is entitled to receive total temporary disability compensation payments, the City's liability is in accordance with the law but will not be greater than regular salary.

9.4 In the event that it is determined from competent medical evidence that an employee is no longer temporarily disabled, the City shall discontinue temporary disability

- payments or salary continuation. The employee may appeal this decision to the Worker's Compensation Appeals Board.
- 9.5 When an employee is determined to be permanent and stationary, and it is determined from competent medical evidence that they are a qualified injured worker and unable to physically or mentally (psychologically) perform the full duties of their position, the employee has the option to immediately apply for a disability retirement, if eligible, or, if not eligible, to resign voluntarily. Failure to resign in such circumstance may result in termination from employment by the City in accordance with City policy. An employee who feels their rights are being violated due to their disability may file an internal complaint through the Human Resources Management Department utilizing the City's Americans with Disabilities Act complaint procedure and file for status under the Americans With Disabilities Act.
- 9.6 An employee absent on injury leave who is medically certified able to return to full duties shall return to work on the return-to-work date. Failure to do so may subject the employee to discipline.
- 9.7 During the time that an employee is disabled by reason of bodily injury or illness resulting from the course and scope of their employment, neither their vacation leave nor sick leave account shall be charged for the purpose of paying compensation leave benefits during said period. They may, with the approval of the Department Head, use vacation time, if needed.
- 9.8 A permanent employee absent from duty on paid injury leave under this Section 9 shall have such absence considered as "service" for purposes of computing rate of sick leave and vacation leave. This does not apply if an employee is no longer on salary continuation (off payroll) receiving temporary disability benefits.
- A probationary employee will have their probationary period extended the same amount of time they are off work due to injury leave.
- 9.9 An employee who is medically certified to be a qualified injured worker and no longer able to perform the full duties of their position will continue to receive Worker's Compensation benefits provided by law, if applicable.
- 9.10 In the event that an employee's injury or illness results from the carelessness or negligence of a third party, the City of Richmond will have the right of subrogation for reimbursement of salary and benefits paid by the City under the Self Insurance Program.
- 9.11 An employee may be seen by a doctor of their choice when injured on the job, if the employee has designated that doctor in writing with the Department of Human Resources Management prior to the injury. As permitted by State Law, the City may also require an injured employee to be evaluated by a City designated physician or specialist.

10. **Court Appearances**

Employees occasionally are required, by subpoena or otherwise, to be present at Court proceedings in connection with their City employment. Such Court appearances shall be in a full duty status. Employees are entitled, through normal administrative procedures, to payment by the City for out-of-pocket expenses.

Employees required, by subpoena or otherwise, to be present in Court not in connection with their City employment shall make such Court appearance either in no-pay status or on vacation time. However, an employee who witnesses or is the victim of a crime at work during work hours may testify under subpoena in a resulting criminal prosecution without loss of pay.

III C. HOLIDAYS

1. All regular, full-time classified employees shall have the following paid holidays:

Independence Day	July 4
Labor Day	First Monday in September
Admission Day	September 9
Columbus Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Holidays	Fourth Thursday in November and the following Friday
Christmas Day	December 25
New Year's Day	January 1
Martin Luther King Jr's Birthday	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May

2. In addition to the holidays listed in the preceding paragraph, each employee shall be granted six (6) days and two (2) hours paid "floating holiday" time per calendar year which may be taken at any time during the calendar year subject to the approval of the employee's department head. Said holiday time must be taken during each calendar year and may not be carried over from one calendar year to the next. To be eligible for such holiday, an employee must have been working for the City prior to September 1 of the calendar year. With the exception of the two-hour floating holiday credit, the floating holiday must be taken as a full day, and not in hourly increments.
3. It is understood that one of these floating holidays has been created in recognition of Caesar Chavez Birthday and in the event that day becomes generally observed as a fixed holiday, the Parties agree to convert one floating holiday to that fixed holiday.
4. When a holiday falls on Sunday, the Monday following shall be considered as a holiday. When a holiday falls on Saturday, the Friday preceding shall be considered as a holiday. When such holiday falls on a regular day off, the employee shall be entitled to an additional day off with pay when they request it and staffing permits. When staffing does not permit, the employee shall receive an additional day of pay.

5. Employees who work more than one shift on a holiday shall only receive credit for one holiday but shall receive time and one half for all hours worked. For purposes of determining whether hours worked are on a holiday, a holiday is the 24-hour period of the day listed in Article 3(C)(1) above, starting at 0000 hours and ending at 2400 hours.
6. All permanent part time employees shall receive holiday pay only if the holiday falls on their regularly scheduled workday.

III D. ALLOWANCES

1. Meal Allowance

A nine dollar and seventy-five cents (\$9.75) meal allowance shall be afforded each employee, who is otherwise eligible to be compensated for overtime for each four (4) hour period of overtime they work beyond their normal work shift on a regularly scheduled workday. Such meal allowance shall also be allowed for each employee who works more than four (4) hours of unscheduled overtime on any of their normal days off.

For the purpose of this section "overtime" is considered to be unscheduled unless the request for such overtime is made more than eight (8) hours before the beginning of such overtime and does not involve calling an employee on their regular days off.

It is understood by the parties that no more than one (1) meal allowance shall be paid per four-hour overtime occurrence.

2. Personal/Professional Development

Upon the submission of appropriate documentation and approval by the City, employees represented by the Union shall be eligible to receive up to \$750 per calendar year for personal and professional development, or purchase of computer hardware or software, or items directly related to a regular, continuous physical fitness program (no clothing), for example, fitness center dues or exercise equipment.

3. Tuition Reimbursement

The City agrees to increase the maximum allowable reimbursement under the provisions of General Order No. 2 to \$800.00 per fiscal year.

4. Safety Footwear

City agrees to reimburse employees up to three hundred dollars (\$300) per calendar year to offset the cost of purchasing safety footwear. Safety footwear must comply with the current safety standard. Parties agree that such reimbursement shall be related to those classes of employees who would have need of safety footwear in the performance of their duties. Parties further agree that a receipt must accompany requests for such reimbursement. Employees to whom the City provides safety footwear reimbursement, shall be required to wear them in the course of their work. (Attachment E)

5. **Certifications and Licenses**

The City shall pay the cost of any certificates required by the California Water Resources Control Board and the Building Inspectors' certifications as listed in Attachment D. The City shall also pay for any certificates regarding pesticides required for employees in the Gardener series.

The City will reimburse Building Inspectors and Code Enforcement Inspectors for the cost of required certifications listed in Attachment D.

The City will pay for classes required to obtain; 1) Class A or B licenses; 2) classes needed to meet subsequent changes in the law that require additional certifications and/or licenses.

If the City requires that an employee obtain a certification or license that is not a minimum qualification for a position, the City and the Union will meet and confer to discuss an appropriate level of compensation for the completion of the certification or license.

The City will not pay a premium pay for a certification or license that is a minimum qualification of a position. For example, it is a minimum qualification of the Maintenance Worker II to possess and maintain a class A Driver's License, and it is a minimum qualification for an Equipment Operator to possess and maintain a class A or B Driver's License (depending on assignment). In these examples, the City will not pay a premium pay as the possession and maintaining of those licenses is a minimum qualification of the classifications. Without the licenses in these two examples, the employee(s) would not meet the minimum qualification of their positions and would be unable to qualify for those positions.

6. **Uniforms**

Employees to whom the City provides uniforms shall be required to wear them in the course of their work. Where the City requires that certain employees shall wear uniforms during their working hours, the City shall furnish said uniforms and shall determine the color, style, insignia, and kind of materials used in such uniforms. The department head involved shall discuss such aspects of the uniforms as style, color, and kind of material with the employees and shall carefully consider their opinions before arriving at their decision with respect to the nature of the uniforms. The department head shall recommend to the City Manager the frequency with which such uniforms shall be replaced.

Employees assigned field duties in the Parks Division of the Public Works Department shall be provided coveralls or pants, shirts and jackets based on a one-time selection in accordance with the uniform policy as stated in the above paragraph. All other employees in Public Works shall wear pants, shirts and jackets. Housing Authority Maintenance employees will be provided coveralls.

Police Clerks, Communication Dispatcher, Code Enforcement Officers and Jailers shall receive a \$600 annual uniform allowance and shall elect by December 1 of each year whether to receive the reimbursement semiannually or monthly. Semiannual

reimbursement will be paid in two equal installments with the second paycheck in June and the second paycheck in December; monthly reimbursement will be paid in twelve equal installments with the second paycheck in each month.

7. **Tools**

The City will furnish the necessary tools for each crafts position.

8. **Rain Gear**

Rain gear consisting of rain suit (pants, jacket, head gear, and rubber boots) shall be provided to those Public Works Department employees and Police Assistants who are required to perform outside work during inclement weather. The rain gear shall remain the property of the City.

Rain gear shall be provided for employees in the class of Bookmobile Driver/Library Assistant.

III E. PART-TIME PROVISIONS

Employees appointed to any of the classes referred to herein and employed or working on a part-time basis shall be paid in proportion to the time worked.

For the purpose of calculating sick leave and vacation leave accruals for part-time personnel, any time compensated as sick leave or vacation leave shall be considered as time worked. Less than full time employees shall advance to higher levels of leave accrual rates when their cumulative time worked, during years that qualify for the accrual of leave benefits, equals the time required for full time employees to advance to higher accrual rates.

Vacation Leave and Sick Leave for employees who work half-time or more shall be set forth in appropriate sections of this agreement.

Effective January 1, 1976, part-time employees in the General Employee Bargaining Unit will be allowed to carry over earned but unused sick leave and vacation credits from year to year.

Permanent part-time employees who regularly work 20 or more hours weekly will be covered by the public employee retirement system in accordance with PERS provisions.

Permanent part-time employees who regularly work at least 20 hours, but less than 25 hours, weekly shall be covered by the PERS Medical Plan, in accordance with PERS Provisions. The City will contribute on behalf of such employees, the amount described in Article III, Section A(1.4)(a).

Permanent part-time employees who regularly work 25 hours or more weekly shall receive the same medical plan benefits as full time employees.

Permanent part-time employees are eligible to participate in vision, life insurance and LTD programs if plans allow.

III F. RETIREMENT

Full and part-time Classic employees as defined by CalPERS who are covered by this MOU receive a 2.7% at age 55 retirement pension calculated based on one year's final compensation. Classic employees pay 8% of pensionable compensation to CalPERS as their employee pension contribution. Employees make this payment on a pre-tax basis pursuant to Internal Revenue Code Section 414 (h)(2) to the extent allowed by law.

New employees as defined by CalPERS receive a 2% at age 62 retirement pension calculated based on three years average compensation. New employees pay 50% of the normal cost of their pension (currently 6.25% but subject to change by CalPERS) to CalPERS as their employee pension contribution. Employees make this payment on a pre-tax basis pursuant to Internal Revenue Code Section 414 (h)(2) to the extent allowed by law.

ARTICLE IV - WORKING CONDITIONS

IV A. BULLETIN BOARDS

The City agrees to designate bulletin board space on existing bulletin boards for the sole use of Local 1021. The parties agree to mutually explore and review such areas where insufficient bulletin boards exist and the City shall install same.

IV B. HOURS OF WORK, MEAL PERIODS AND REST PERIODS

1. **Departmental Working Hours:**

All offices of the City Government, except those for which special regulations shall be issued by the City Manager, shall be kept open each day except Saturday, Sunday, and holidays continuously from 8:30 A.M. until 5:00 P.M.

2. **Definitions of Certain Work Units:**

To assist in the orderly administration of the City Government, the following definitions shall be used:

The work week shall begin at 12:01 Sunday morning and shall end at 12:00 midnight Saturday. This shall also be the seven day Fair Labor Standards Act work period for bargaining unit employees.

The normal workday for all regular, full-time employees shall be one fifth of the work week as established for the classification or department, unless amended through an agreement between the City and the Union.

The City Manager shall have the obligation and the right, when the needs of the City service clearly require, to establish on a regular continuing basis, workdays which are different from those herein defined.

3. **Length of Work Week:**

City employees generally shall have the following work weeks:

General government employees at the Civic Center and other City offices, 37.5 hours.

All other employees covered by this MOU, 40 hours.

4. **Attendance:**

Employees shall be in attendance at their work in accordance with the rules governing hours of work, holidays and leaves. Absence without leave may be cause for disciplinary action.

Absence without leave, whether voluntary or involuntary, for five (5) consecutive working days will be deemed job abandonment resulting in the employee's automatic resignation from City service, as of the last date on which the employee worked. For purposes of this section, "absence without leave" is defined as any absence that is not expressly authorized by either an employee's direct supervisor or the City Manager. An employee's merely providing notice of an absence and the reasons therefore, whether in writing, via telephone or voicemail or otherwise, shall not be sufficient to avoid the operation of this section.

This section shall not apply to instances where employees take reasonable time off during working hours for the purpose of meeting with City representatives regarding grievances arising over the interpretation or enforcement of any term or condition of employment were such time off is authorized by any applicable Memorandum of Understanding and the time off has been scheduled in advance with the supervisor so as not to interfere with workload and job requirements as determined by the department head or division head. At the time of an employee's job abandonment, the City shall notify the employee in writing of their automatic resignation, stating the reason(s) therefore and providing copies of any documentation relied upon in support of the automatic resignation. The City will make the following attempts to contact such employees: first class mail; registered mail; and phone calls to their last known address and emergency contact person, if known. The employee may within fifteen (15) days of receiving notice of their automatic resignation file a request for reinstatement with the Human Resources Management Director, setting forth an explanation as to the cause of their absence. After reviewing the employee's response to the notice of proposed automatic resignation, the Human Resources Management Director may in their discretion reinstate the employee based upon the response provided by the employee, or alternatively, he or she may affirm the operation of the automatic resignation as set forth in the original notice.

5. Employees shall be assigned a one-half (1/2) or one (1) hour unpaid meal period each day within a two (2) hour period at midpoint of each shift, and a fifteen (15) minute paid rest period during the first half of the work shift and another fifteen (15) minute rest period during the second half of the work shift. If working conditions prevent Communications Dispatchers from taking their breaks at the appropriate time, Communications Dispatchers shall be provided breaks at the earliest available opportunity.

At each department head's option, lunch breaks may be scheduled for various lengths of time ranging from one-half (1/2) to one (1) hour in length.

IV C. SHIFT CHANGES

1. City agrees to restrict shift or schedule changes made with less than one (1) week's notice to emergency situations only.
2. All employees will normally be scheduled to have at least eight (8) hours off between work shifts. Where an employee is not provided an eight (8) hour break between shifts, they will be compensated at the overtime rate for those hours worked during the eight (8) hour period which the employee would normally be off work.

IV D. SAFETY COMMITTEE

The City agrees to establish a City-wide safety committee which will include membership from Local 1021, as well as other bargaining units and management. The committee will meet on matters of mutual concern on at least a quarterly basis. The purpose of the committee will be to entertain, discuss, and make recommendations on matters of concern regarding all aspects of safety in the workplace. Recommendations from this committee shall be made to the City Manager. This committee does not preclude operating departments from having departmental safety committees. The committee's meetings are not "negotiations" under the MMBA.

All grievances related to safety will be responded to within three (3) working days.

The City shall issue quarterly reports through the Safety Committee containing information on all work-related injuries and illnesses.

IV E. MEETINGS WITH SUPERVISORS

When an employee is required to attend a meeting with one or more supervisors which may result in discipline, the employee's "Weingarten Rights" (see attachment C) shall be honored. The employee shall have the right to have at least one representative.

An employee may not insist on bringing a representative to a meeting with supervisory personnel when they have been told that the meeting is not of a disciplinary nature.

IV F. EMPLOYEE ASSISTANCE PROGRAM

1. The City and the Union recognize the value and need for counseling and assistance programs to help employees deal with problems such as alcohol or chemical dependency, divorce, stress, psychological concerns or other circumstances which can interfere with job performance and job satisfaction. Both parties view the EAP as a positive tool to help deal with these type of problems.
2. The EAP shall provide preventive materials and training as well as individual diagnosis, counseling and crisis intervention.

3. **Eligibility:**

The EAP is available to all bargaining unit employees and their families.

4. **Referrals:**

Referral procedures will be designed to facilitate (a) self-referrals, (b) management referrals, (c) union referrals, (d) medical referrals, and (e) family referrals. After seeing a particular individual, the program may refer the client to other agencies, services or facilities, when appropriate. The ultimate decision to accept assistance through the program is the personal choice of the individual employee, however, management may refer employees to the program.

5. **Confidentiality:**

In the case of management referrals, the City shall, upon request, be informed of employee attendance in the program and whether the employee completed the program successfully. All other information shall be strictly confidential and shall be released only when requested by the individual.

6. **Job Security:**

Referral to or participation in the diagnosis or counseling services of the EAP will not jeopardize any employee's job security or promotional opportunities.

7. **Report and Evaluation:**

Every 6 months, a review of the EAP will be made to evaluate utilization and potential areas of improvement. Such review shall be made jointly by the Union and Management.

8. **Contractual Rights and Obligations:**

An employee participating in the program shall be expected to meet all contractual obligations and established work rules, unless waived by mutual agreement of the City and the Union. Said employee shall have full access to the grievance procedure and other contractual protection.

IV G. OCCUPATIONAL HEALTH, SAFETY AND WELLNESS PROGRAMS

1. **Safety Training:**

Mandatory safety training will be conducted for all staff, targeted to specific classifications and positions.

2. **Smoking Cessation:**

The City will offer smoking cessation programs at no cost to employees. If the program is unsuccessful for an employee, subsequent courses will be at the employee's own expense.

3. **Light Duty Program:**

Injured employees who are unable to work at their regular job may be referred to a "work hardening center" for evaluation of their disability and their abilities. With medical approval, injured employees may return to a different position with no loss of pay or benefits if the City determines that a light duty position can be temporarily created.

4. **Stress Reduction:**

The City will make stress reduction programs available to all employees.

ARTICLE V - PERSONNEL PROVISIONS

V A. LAYOFF

1. The City Manager may layoff an employee from the classified service because of shortage of work, lack of funds, material change in duties or organization, return of an employee from a leave of absence, or for other valid reasons. All possibilities for a transfer must be exhausted before layoff.
2. At least thirty (30) DAYS prior to the effective day of a proposed layoff, the department head shall notify the Personnel Director of the proposed action with the reasons therefore and shall submit at that time a statement certifying in each case, whether or not the services of the employee to be laid off have been satisfactory. A copy of such notice shall be given the employee affected, the Chapter President, and the Union Field Representative.
3. Whenever the layoff of one or more employees shall become necessary, as defined in Article XIII of the Charter and this section, such layoff shall be made within classification and department when employees with permanent appointments in the class are involved. The order of layoff of employees with permanent appointments in the class shall be in the reverse order of total cumulative time served on the established date for the layoff to become effective. This will permit layoff to the next lower class provided the total City seniority both as a full-time permanent employee and/or as a permanent part-time employee exceeds the total seniority of at least one (1) employee in the next lower class. Layoff to the same or a lower class shall occur City-wide, enabling employees to move within other departments. Transfers to comparable classes may occur as determined by the Director of Human Resources Management after meeting and conferring with the Union. Permanent part-time employees will earn seniority on an hour for hour basis.
4. No employee holding a permanent appointment in the class from which layoff is to be made shall be laid off unless all provisional and probationary employees in that class have first been terminated.
5. The names of probationary employees and employees with permanent status who are laid off shall be placed on appropriate re-employment lists in the order of total cumulative time served in the Classified Service of the City. Total cumulative time in such cases shall include time served on military leave of absence from the Classified Service.

6. **Job sharing:** In an effort to avoid layoffs, the City and the Union may explore the use of job sharing or voluntary reduced work hours.

V B. PROBATIONARY PERIOD

1. **Purpose of the Probationary Period.**

The probationary period is a basic part of the employee selection process and shall be used for close observation of the employee's work and conduct, for securing the most effective adjustment of a new employee to their position, and for rejecting any probationary employee whose performance clearly does not meet the minimum standards of work production, conduct, fitness and development which are required.

2. **Length of Probationary Period.**

All appointments made from eligible lists to permanent positions shall be tentative and subject to a probationary period. A one-year probationary period shall be served by all those individuals initially appointed to the classified service. Individuals appointed to the classification of Communications Dispatchers will serve an eighteen (18) month probationary period. The department head may request that a probationer may be granted their earned permanent status in less than one-year (eighteen (18) months for Communications Dispatchers). Any time served as a temporary, seasonal or contract employee in the same job classification shall be applied to the original permanent probationary period up to a maximum of six months. The City shall advance each of said employees to the next salary step following successful completion of said probationary period providing the employee has performed meritoriously. Release of probationary employees is not subject to the grievance procedure.

When a permanent employee is appointed from a promotional list of eligibles, the appointee shall serve a six-month probationary period.

When a permanent employee is promoted to a classification in which a license or certificate of proficiency is required, the probationary period shall be one year in order to provide the appointee with ample opportunity to acquire such certification. These classifications include, but are not limited to, Building Inspector II and III; Gardener; Sr. Treatment Plant Operator and Treatment Plant Operator. Classifications may be added or deleted to meet the needs of the City.

The City may extend a probationary period one time for no more than six months. The Union may request that the City extend a probationary period one time for no more than six months. The Union may not grieve the City's response to a Union probationary extension request.

The Union will be notified if a probationary period is extended. The City will provide the Union with copies of any documents describing the basis for the extension of the probation if the impacted employee provides Human Resources written authorization to do so. If the employee passes the extended probation, the employee's step increase will take effect retroactive back to the end of the employee's original probationary period.

3. **Rejection During Probationary Period.**

During the probationary period, any probationary employee may be rejected at any time by the department head. Notification of rejection in writing and reasons for rejection shall be served upon the probationer, and a copy filed with the Director of Human Resources Management.

4. **Rejection of Probationer Following Promotion.**

Any employee rejected during the probationary period following appointment to a higher classification shall be reinstated to the position from which they were appointed unless charges are filed and they are discharged in the manner provided in Article XIII of the Charter and the Personnel Rules.

5. **Probationary Performance Reports.**

It shall be the duty of each department head during the probationary period of each employee in their organization to investigate thoroughly the probationer's adjustment, performance, and general acceptability to determine whether or not the probationer is fully qualified for permanent appointment. They shall be responsible for reports on the probationer's performance and conduct at the completion of every three (3) calendar months during the probationary period, or more frequently if deemed desirable by the department head, such reports to be reviewed with the probationary employee by the rater. The department head shall give a copy of the reports to the probationary employee.

The final probationary report on each probationer shall include the department head's recommendation to the City Manager either to retain or reject the probationer. Such reports shall be upon forms prescribed by and submitted to the Director of Human Resources Management.

6. **Effects of Leaves of Absence on Probationary Period.**

The probationary period of a given employee shall be extended by the time equal to the time they have been on leave of absence other than sick leave, vacation, or holiday leave during their probationary period.

V C. REINSTATEMENT

1. An employee who has resigned with a good record as has been determined by the department head at the time of resignation upon the prescribed form, or who has been laid off, may be reinstated within three (3) years to their former position, if vacant, or to a vacant position in the same or comparable class, or to a lower class in the same class series, in the absence of a re-employment list or appropriate promotional eligible list.
2. Reinstatement is not a right which an employee may exercise at their option, but rather a means by which a department head may bring back an employee who has rendered fit and efficient service.
3. An ex-employee who is reinstated is not entitled to sick leave for prior service.
4. If there is a question of physical or mental ability or of knowledge and skills, proper examinations may be required by the Human Resources Management before an

ex-employee can be reinstated. A medical examination may be required.

V D. RESIGNATION

1. An employee wishing to leave the Classified Service in good standing shall file with their supervisor at least 14 days before leaving the service, a written resignation stating the effective date and reasons for resigning. The resignation shall be forwarded to the Director of Human Resources Management with a statement by the department head evaluating the services of the employee.
2. Failure to comply with this section shall be entered on the employee's service record and may be cause for denying future employment with the City.

V E. SEVERANCE PAY

A permanent employee who is laid off due to reduction in force shall be entitled to severance pay in the amount of ten (10) days (pro-rated if permanent part-time) of unused sick leave for each year of continuous service up to a maximum of thirty (30) days' pay. Any such employee who is laid off and subsequently re-employed by the City shall only be entitled to receive severance pay for those workdays during which the individual was not in an employment status.

The City will maintain its regular level of contribution towards health and life insurance benefits for one (1) month, in addition to providing a second month of full coverage, for any permanent employee who is laid off.

V F. REASSIGNMENT

A department head shall have the right to reassign any employee from one position to any other position in the same class in their department. Factors to be considered when determining respective job assignments for permanent employees will include seniority as well as training, past performance and experience. However, no employee shall be reassigned from one position to another position in the same class in a different department unless both department heads consent and the employee so requests in writing; providing that, in the best interests of the service and upon the recommendation of the Director of Human Resources Management, the City Manager may so reassign an employee whether or not they request it. An employee shall be given at least ten working days advance notice of a reassignment, except in event of an emergency.

Reassignment shall not be used to bring about promotion, demotion, advancement, reduction, or for disciplinary reasons without having an opportunity to go through the necessary appeal process, e.g., Skelly meeting and grievance.

V G. TRANSFER

1. All vacancies shall be posted on appropriate bulletin boards so that present City employees may request transfer.
2. Employees wishing to transfer within the City, must respond to position announcements in writing to the Human Resources Management Department.

3. There is a sixty (60) day "probationary period" for employees who transfer in the same class between departments. Either the employee or the City may decide that the employee should return to their former position and department during that probationary period.

V H. ORAL INTERVIEWS - UNION OBSERVER

The Director of Human Resources Management may authorize a representative of the Union, other than an employee of the City, to sit as an observer of an interview board convened for the purpose of interviewing promotional candidates if any such candidate requests it. If approved, the observer must attend each interview for each candidate in the promotional examination.

V I. PAY DAYS

If the 1st or 16th day of the month falls on Saturday or Sunday, the preceding Friday shall be the pay day.

V J. SEWER MAINTENANCE TITLES

1. Community and Cultural Services Department employees covered by this Memorandum of Understanding and assigned to the Sewer Crew shall receive a five percent differential above their base salary.
2. Workers assigned to the Sewer Crew shall be classified as Sewer Maintenance Worker, Sewer Maintenance Operator or Sewer Maintenance Leadworker.
3. This titling shall not effect either the requirements or method of selection for the positions involved nor shall it prevent an employee from returning to a position outside the Sewer Maintenance Section.

V K. ACTION FORMS

Employees will receive a copy of any Personnel Action Form which increases salaries as a result of within-range step increase, merit increase, promotion, or work in a higher classification.

V L. PERSONNEL FILES

1. Employees may inspect their personnel files in the central Human Resources Management Department or their department.
2. An employee will be given a copy of any derogatory information placed in the personnel file of the central Human Resources Management Department or their department.
3. Any derogatory information placed in the department personnel file must be placed in the central personnel file within fifteen (15) days.

V M. EXAMINATION ANNOUNCEMENTS

The City will distribute copies of all examination announcements to all City departments, including major divisions within departments as well as the business agent for Local 1021 and one City union official designated by Local 1021.

V N. NEPOTISM

1. General Policy

The City of Richmond is committed to fostering a professional work environment where all employees are treated fairly and impartially by their supervisors. Personal relationships very often cause problems in the workplace, such as a lack of objectivity toward a subordinate's job performance, the perception of favoritism by other employees (whether justified or not), and potential sexual harassment or discrimination complaints once relationships end. Accordingly, supervisors are prohibited from dating, engaging in amorous relationships with or participating in sexual relationships with employees who report to them directly or indirectly. In addition, employees are not allowed to work in a position that would result in that employee directly or indirectly supervising or reporting to an immediate family member or significant other as defined below. This policy covers all family-like relationships regardless of blood or legal relationship.

2. Employee Marriages

Upon the adoption of this policy, employees are prohibited from working in jobs where they directly or indirectly report to, or are supervised by, an immediate family member.

City employees are required to immediately notify the Director of Human Resources Management of a relationship that violates this policy. Should a situation exist that is prohibited by this policy, either related employee may request a transfer in order to comply with this policy.

When possible, the City will attempt to accommodate the transfer request. The City reserves the right not to transfer an employee based on business considerations. If a transfer is not approved or if neither employee requests a transfer, the City shall terminate the employee with the least seniority.

Exemption: Employees that are working in a position where they directly or indirectly supervise or report to an immediate family member on the date this policy is adopted shall be exempt from the provisions of this policy that prohibit an such working relationships.

Employees who violate this policy will be subject to disciplinary action up to and including termination.

Questions concerning the application of this policy to an employee or applicant should be directed to the Human Resources Management Department.

V O. UTILIZING THE LEAP PROGRAM

Employees who are students of the City's "LEAP" program may receive up to four hours a month of release time to attend LEAP training during the employee's normal working day. The release time must be matched on an hour for hour basis by the employee participating in LEAP on their own time. For instance, if an employee participated in LEAP training for two hours on weekends or evenings, they could participate for an additional two hours during normal working hours.

V P. FLEXIBLY STAFFED POSITIONS

The City and Union agree to meet to discuss the current problem of employees in flexibly staffed positions working in a higher classification without compensation. The City and Union will meet to identify the relevant classifications and develop a process to address the issue.

ARTICLE VI - GRIEVANCE AND APPEAL

VI A. GRIEVANCE DEFINITION AND PROCEDURE

This article establishes a procedure to hear and resolve grievances concerning issues subject to the procedure.

A grievance is an allegation by the Union or one or more employees that the City has violated the Memorandum of Understanding (MOU) concerning the interpretation, enforcement, or application of a specific provision of this MOU.

1. **Time Limits:** The employee and/or the Union must initiate a grievance within fourteen (14) calendar days (all time limits in this section use "days" to mean "calendar days") of the occurrence of the dispute or fourteen (14) days from such time as the employee could have been aware of the problem. At each grievance procedure step, the City representatives shall have fourteen (14) days to respond to the grievance. The Union or employee shall have fourteen (14) days from receiving notice of a rejected grievance to forward the grievance to the next higher step. The time limits of the grievance procedure (including those for meetings) may be extended by mutual agreement of the parties. Failure of the Union or employee to act within the specified time limits, unless mutually extended, shall dismiss and nullify the grievance. Failure of the City to observe such time limits, unless mutually extended, shall cause the grievance to be moved to the next higher step. Furthermore, by mutual agreement in writing, the parties may bypass meetings or steps set forth in this process.
2. **Compensation Complaints:** All complaints involving or concerning the payment of compensation shall be initially filed in writing with the Director of Human Resources. Complaints involving or concerning the payment of compensation are subject to this grievance procedure only if they conform to the definition of "grievance" stated above. Any other matters of compensation are to be resolved in the meeting and conferring process and if not detailed in the Memorandum of Understanding which results from such meeting and conferring process shall be deemed withdrawn until the meeting and conferring process is next opened for such discussion. No adjustment shall be retroactive for more than three

(3) years from the date upon which the grievance was filed.

3. **Procedure:**

Step 1: Immediate Supervisor.

An employee (or Union) who believes that they have a grievance shall discuss their complaint with their immediate supervisor (or such management official designated by the department head). This meeting shall be held in an effort to resolve the grievance informally. The immediate supervisor/management employee will have fourteen (14) days from the date of the informal discussion to respond to the filer of the grievance. If an agreement is reached to resolve the issue, the immediate supervisor/management employee will confirm the outcome in writing.

Step 2: Department Director.

If the parties do not resolve the grievance at Step 1, the Union or employee shall submit the grievance in writing to the employee's department director or designee. The department director or designee will meet with the grievant within fourteen (14) days of having received the grievance and shall reply within ten (10) days following said meeting.

Step 3: Director of Human Resources.

If the parties do not resolve the grievance at Step 2, the Union or employee shall submit the grievance in writing to the Director of Human Resources. The Director of Human Resources will meet with the grievant within fourteen (14) days of having received the grievance and shall reply within ten (10) days following said meeting.

Step 4: Mediation.

If the parties are unable to reach a mutually satisfactory accord on any grievance, the parties shall have fourteen (14) days to decide, by mutual agreement, to submit the dispute to mediation. Unless there is mutual agreement to mediate, the grievance shall move to Step 5. The mediation will be convened within forty-five (45) days of receipt of the timely request for mediation. The mediator will either be a mediator from the State Mediation and Conciliation Services or a mediator mutually agreeable to the City and the Union.

If a State mediator is not timely available and the parties are unable to mutually agree on a mediator, the parties shall request a list of seven (7) mediators from the State Mediation and Conciliation Service. After the receipt of the list, following the toss of a coin with the Union predicting either heads or tails, the Union, if the "winner" or the City if the Union is not the "winner," shall strike the first name and the parties alternatively strike mediator names from the list until one name remains. That remaining name shall be the assigned mediator unless the mediator is unavailable during the next forty-five (45) days and then the second to last name shall remain. (The process of moving up the names if the mediator is unavailable during the next forty-five (45) days shall continue until a mediator is timely available.) Any fees and expenses of the mediator shall be shared equally by the Union and the City. Each party shall bear the costs of its own presentation, preparation, and briefs, etc.

Step 5: Arbitration.

If the matter still remains unresolved, the Union may request arbitration.

An impartial arbitrator may be designated by mutual agreement between the Union and the Director of Human Resources or designee. In the event the parties are unable to agree on an arbitrator, the parties shall request a list of seven (7) arbitrators from the State Mediation and Conciliation Service. After the receipt of the list, following the toss of a coin with the Union predicting either heads or tails, the Union, if the “winner” or the City if the Union is not the “winner,” shall strike the first name and the parties alternatively strike arbitrator names from the list until one name remains. The parties shall select an arbitrator within ten (10) days of the Parties’ receipt of the list of arbitrators from the State Mediation and Conciliation Service. Any fees and expenses of the arbitrator shall be shared equally by the Union and the City. Each party shall bear the costs of its own presentation, preparation, and briefs, etc.

The arbitrator shall have access to all written statements and documents relevant to the grievance. The arbitrator shall render a decision no later than thirty (30) days after the conclusion of the hearing. The arbitrator’s decision shall be in writing and shall be final and binding on both parties and made in accordance with, and in conformance to, the terms of this MOU. Copies of the decision will be furnished to both parties.

The arbitrator shall have no authority to add to, delete, or alter any provision of this MOU, but shall limit the decision to the scope, application, and interpretation of the provisions of this MOU and may issue no decision that would require either party to violate existing law.

VI B. DISCIPLINE

1. **Written Reprimand.** Written reprimands may be appealed to the employee’s department director within fourteen (14) days following receipt of the reprimand. The department director’s response to the appeal shall be final. The employee and/or the Union may submit a statement of rebuttal within ten (10) days of the employee’s receipt of the reprimand which shall be maintained with the reprimand in the employee’s file for so long as the reprimand remains.
2. **Disciplinary Action (Demotion, Unpaid Suspension, Dismissal, Reduction in Pay).**
 - 2.1 The City shall issue a written Notice of Intent to Discipline to the employee. The written notice shall include:
 - a) a description of the proposed action and its effective date(s);
 - b) a clear and concise statement of the reasons for such action, including the acts or omissions on which the disciplinary action is based;
 - c) a statement advising the employee has the right to respond, either verbally or in writing, to the proposed disciplinary action and the employee’s written response or employee’s request to present a verbal response must be made within fourteen (14) days of the written notice;
 - d) a statement advising the employee that an untimely response constitutes a waiver of the right to respond; an
 - e) a statement that a copy of the materials upon which the action is based is attached or available for inspection upon request.

2.2 If the employee elects to respond in person, a meeting will be scheduled with the “Skelly Officer” at which time the employee will be given the opportunity to respond to the proposed action. The employee is entitled to be represented by a person of their choosing at the meeting. The Skelly meeting ensures that the employee has been informed of the allegation(s) through a notice of intended disciplinary action, has received (or had the opportunity to receive) the materials upon which the proposed disciplinary action is based, has the opportunity to refute the allegations, and has an opportunity to mitigate the allegations or rehabilitate their standing with the City prior to the imposition of any actual disciplinary action. The function of the Skelly Officer is to provide an objective review of the proposed discipline and the employee’s response. The Human Resources Director or designee shall select a Skelly Officer who is not in the same department as the employee receiving discipline. Furthermore, the Skelly Officer shall not be a participant in the disciplinary action or a witness to event(s) giving rise to the disciplinary action. The Skelly Officer makes a recommendation to the department director as to whether the disciplinary action should be sustained, modified in some way, or revoked.

2.3 After receiving the recommendation from the Skelly Officer following the Skelly meeting, or if the employee elects to respond in writing, does not respond in writing, or is untimely in responding in writing (or requesting to respond orally), then the City shall issue a Notice of Discipline or a notice rescinding the notice of intent to discipline.

No disciplinary action or reprimand may be implemented more than six months after the alleged inappropriate behavior has come to the attention of a management representative. Related conduct may be referenced in a disciplinary action.

3. **Post-Discipline Appeal Procedure for Disciplinary Actions Other than Reprimand.**

An employee may within fourteen (14) days appeal the Notice of Discipline as follows:

Personnel Board. A disciplinary action appeal to the Personnel Board shall be under Personnel Rule IX (Appeals-Hearings) as existing as of July 1, 2021, or under applicable Personnel Rules as amended from time-to-time. Any action by the Personnel Board is advisory to the City Manager. The City Manager or designee will then issue a final decision within fourteen (14) days of receiving the recommendation and may, but is not required, to accept the Personnel Board’s recommendation. In the event the City Manager/designee does not accept the Personnel Board’s recommendation, then the Personnel Board may submit, within fourteen (14) days of the City Manager’s decision a recommendation to the City Council for the Council’s review and the City Council shall take action as described in Personnel Rule IX (Appeal-Hearings) Section 5 as existing as of July 1, 2021, or as may be amended from time-to-time.

OR

Arbitration. The Union may request arbitration in lieu of a presentation to the Personnel Board. An impartial arbitrator may be designated by mutual agreement between the Union and the Director of Human Resources or designee. In the event the parties are unable to agree on an arbitrator, the parties shall request a list of seven (7) arbitrators from the State Mediation and Conciliation Service. After the receipt of the list, following the toss of a coin, the Union shall strike first if the coin lands heads-up and the City shall strike first if the coin lands tails-up. Thereafter, the parties shall alternatively strike arbitrator names from the list until one name remains. Any fees and expenses of the arbitrator shall be shared equally by the Union and the City. Each party shall bear the costs of its own presentation, preparation, and briefs, etc.

The arbitrator shall have access to all written statements and documents relevant to the discipline appeal. The arbitrator shall render a decision no later than thirty (30) days after the conclusion of the hearing. The arbitrator's decision shall be in writing and shall be final and binding on both parties and made in accordance with, and in conformance to, the terms of this MOU. Copies of the decision will be furnished to both parties.

The arbitrator shall have no authority to add to, delete, or alter any provision of this MOU, but shall limit the decision to the scope, application and interpretation of the provisions of this MOU and may issue no decision that would require either party to violate existing law.

ARTICLE VII - RESOLUTION

VII A. TERM OF AGREEMENT

This Memorandum of Understanding shall be in full force commencing July 1, 2021 and ending June 30, 2025.

VII B. CONTRACTING OUT/TEMPORARY EMPLOYEES

1. The City will notify the Union at least forty-five (45) days in advance of any action taken by the City to contract or subcontract work customarily performed by the members of the General Employee Bargaining Unit, and the Union shall be provided an opportunity to discuss with the City any effect of such contracting or subcontracting upon the members of the bargaining unit.
2. The City shall not, during the term of this MOU, contract out any work in the areas of (1) street sweeping, (2) parks and recreation centers, or (3) libraries. Further, the City certifies that as of the effective date of this Agreement it has no intent to contract out any further work in the areas of street maintenance or "signs and lines."
3. Any seasonal, contract, and/or temporary employee performing work customarily performed by members of the bargaining unit (defined for purposes of identification as employees hired in any of the classes represented herein) shall not be employed for more than 180 days in any 12-month period without a specific extension signed by the Parties hereto. The City will provide formal notification to the employee of their starting and

ending employment dates. When competent medical authority (i.e., physician or psychologist) states that an employee will be unavailable to return to work within the 180 days specified above, that position may continue to be filled by a temporary employee up to a maximum of 270 days.

4. The City shall provide the Union a list of all temporary and grant workers on the first working day of each month.
5. Grant employees: Grant appointments (full-time or part-time) in classifications covered by this contract, hired specifically for projects that are exclusively funded by limited term grant funds shall be called "Grant Appointments". If and when the City chooses to create any such positions, the City and Union will meet and confer prior to the positions being filled.

Persons applying for grant positions must pass minimum standards for the classification applicable.

These employees will pay union dues and be eligible for all the benefits employees covered by this agreement receive with the exception of seniority. Upon termination of the grant the employee's service will be terminated without the opportunity to utilize the layoff and bumping procedures.

In the event that a grant is extended beyond its original term or one year, whichever is shorter, the City will meet and confer with the Union regarding incorporating the employee into regular status with the City or granting a one-time extension of the appointment.

VII C. AGREEMENTS FURNISHED

A new Memorandum of Understanding incorporating the terms and conditions of this settlement will be printed with joint efforts to accomplish this within sixty (60) days following the execution of this Memorandum of Understanding. The cost of printing these agreements in a quality acceptable to both groups will be shared equally by the City and the Union. The salary schedule will be published as part of the MOU.

VII D. CONTINUATION OF BENEFITS

Upon the expiration of this Memorandum of Understanding, the terms and conditions of employment negotiated and ratified by the parties hereto shall continue in effect until agreement is reached on a new Memorandum of Understanding or the parties hereto exhaust impasse procedures.

VII E. FULL UNDERSTANDING

The parties understand that the agreements set forth herein are final. No change or modifications shall be offered, urged, or otherwise presented by the Union or the City prior to June 30, 2025; However, nothing herein shall prevent the parties to this Memorandum of Understanding from meeting and conferring and making modifications herein by mutual consent. The Parties further agree that commencing in August, 2021, they shall update any or all provisions of the MOU on a

“meet and agree” basis to update the agreement, remove out-of-date content, improve its reading comprehension or make any other mutually agreed-upon changes to the MOU.

VII F. SEVERABILITY OF PROVISIONS

In the event one or more provisions of this Memorandum of Understanding are declared by a Court or administrative body of competent jurisdiction to be illegal or unenforceable, such findings shall not affect any other provisions of this Memorandum of Understanding, all of which other provisions shall remain in full force and effect.

VII G. RETROACTIVITY

City agrees that any retroactivity involved in the final disposition of this Memorandum of Understanding shall apply to base salary, overtime, acting pay, and other forms of compensation unless otherwise stated herein.

VII H. NO STRIKE/NO LOCKOUT PROVISION

During the term of this Memorandum of Understanding, the Union shall not engage in any strike, work stoppage, work slowdown, or job action against the City; and the City shall not engage in any lockout of Union members.

VII I. UNION BUG

City forms printed in the City of Richmond duplicating shop shall have a Local 1021 "bug" on them. The parties will agree to the size of the union bug. No additional operational practices or salaries will be required by the City as a result of this section.

VII J. LABOR/MANAGEMENT ORGANIZATIONAL DISCUSSIONS

The City and the Union agree to hold quarterly Labor/Management Organizational Discussions to address common goals of increasing long-term institutionalized cost savings, maximizing the service provided to Richmond residents, limiting the need for future layoffs, and ensuring compliance with the terms of the 2003 mediated layoff grievance settlement. In addition, the City and the Union will use an outside facilitator from either the State or Federal Mediation Services to assist in arranging and holding such meetings.

For the Union:



Rob Szykowny
Chief Negotiator
SEIU Local 1021



Yen Do
Field Representative
SEIU Local 1021



Darryl Richardson
Field Representative
SEIU Local 1021



Gregory Everetts Jr.
Gregory Everetts
President
Richmond Chapter, SEIU Local 1021



Kevin Tisdell
Vice-President
Richmond Chapter, SEIU Local 1021



Cheryl Cardenas
Bargaining Team Member
Richmond Chapter, SEIU Local 1021



Monroe Harrison
Bargaining Team Member
Richmond Chapter, SEIU Local 1021

For the City:



Jack Hughes
Chief Negotiator
City of Richmond



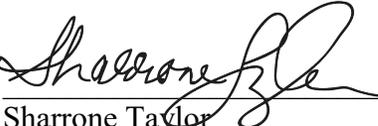
Anil Comelo
Interim Deputy City Manager
City of Richmond



Marc Fox
Interim Human Resources Director
City of Richmond



Bruce Soublet
Senior Assistant City Attorney
City of Richmond



Sharrone Taylor
Principal Personnel Analyst
City of Richmond



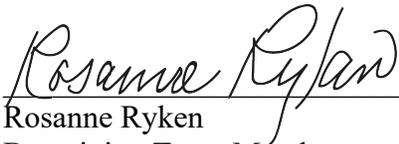
Amanda LeGaux
Bargaining Team Member
Richmond Chapter, SEIU Local 1021



Brenda McNeil
Bargaining Team Member
Richmond Chapter, SEIU Local 1021



Fidencio Morales
Bargaining Team Member
Richmond Chapter, SEIU Local 1021



Rosanne Ryken
Bargaining Team Member
Richmond Chapter, SEIU Local 1021



David Canham
Executive Director
SEIU Local 1021

ATTACHMENT A – CLASSIFICATIONS

**City of Richmond
SEIU Local 1021 Full - Time General Employees
Effective July 1, 2015**

Job Class Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	43H	\$ 5,148	\$ 5,375	\$ 5,614	\$ 5,873	\$ 6,145
Accountant II	52D	\$ 6,182	\$ 6,478	\$ 6,804	\$ 7,134	\$ 7,483
Accounting Assistant I	12	\$ 3,612	\$ 3,793	\$ 3,983	\$ 4,183	\$ 4,391
Accounting Assistant II	30	\$ 4,036	\$ 4,238	\$ 4,451	\$ 4,674	\$ 4,909
Administrative Aide	46	\$ 4,910	\$ 5,115	\$ 5,360	\$ 5,602	\$ 5,873
Administrative Secretary	38C	\$ 4,806	\$ 5,047	\$ 5,300	\$ 5,566	\$ 5,845
Administrative Technician	42A	\$ 4,727	\$ 4,940	\$ 5,159	\$ 5,377	\$ 5,577
Administrative Trainee	32	\$ 3,685	\$ 3,829	\$ 3,983	\$ 4,151	\$ 4,325
Aquatic Specialist	8	\$ 3,455	\$ 3,625	\$ 3,806	\$ 3,998	\$ 4,197
Assistant Police Property Tech	34	\$ 4,331	\$ 4,492	\$ 4,657	\$ 4,831	\$ 5,032
Assisted Housing Prog Insp I	44	\$ 5,110	\$ 5,336	\$ 5,558	\$ 5,824	\$ 6,088
Assisted Housing Prog Insp II	46B	\$ 5,543	\$ 5,775	\$ 6,047	\$ 6,328	\$ 6,628
Audit Assistant I	12	\$ 3,612	\$ 3,793	\$ 3,983	\$ 4,183	\$ 4,391
Audit Assistant II	30	\$ 4,036	\$ 4,238	\$ 4,451	\$ 4,674	\$ 4,909
Auditorium Leadworker	134	\$ 5,115	\$ 5,360	\$ 5,602		
Auditorium Worker	129A	\$ 4,595	\$ 4,800	\$ 5,013		
Automotive Body Mechanic	138	\$ 5,830	\$ 6,112	\$ 6,417		
Bookmobile Driver/Library Asst	32B	\$ 4,159	\$ 4,321	\$ 4,496	\$ 4,687	\$ 4,878
Building Inspector	52B	\$ 6,065	\$ 6,360	\$ 6,680	\$ 7,006	\$ 7,347
Building Trade Worker I	51A	\$ 4,956	\$ 5,196	\$ 5,456		
Building Trade Worker II	138	\$ 5,830	\$ 6,112	\$ 6,417		
Building Trade Worker III	141	\$ 6,139	\$ 6,443	\$ 6,739		
Business License Field Investigator	34	\$ 4,331	\$ 4,492	\$ 4,657	\$ 4,831	\$ 5,032
Business License Specialist	126	\$ 4,868	\$ 5,085	\$ 5,310	\$ 5,532	\$ 5,798
Buyer I	43H	\$ 5,148	\$ 5,375	\$ 5,614	\$ 5,873	\$ 6,145
Buyer II	52D	\$ 6,182	\$ 6,478	\$ 6,804	\$ 7,134	\$ 7,483
Cable TV Engineering Support Assistant	545A	\$ 3,538	\$ 3,715	\$ 3,904	\$ 4,098	\$ 4,304
Cable TV Production Support Assistant	545	\$ 3,205	\$ 3,371	\$ 3,538	\$ 3,715	\$ 3,912
Carpenter	138	\$ 5,830	\$ 6,112	\$ 6,417	\$ -	\$ -
Chief Of Party	52A	\$ 5,770	\$ 6,049	\$ 6,351	\$ 6,661	\$ 6,987
City Clerk Assistant	14	\$ 3,967	\$ 4,165	\$ 4,373	\$ 4,594	\$ 4,823
City Clerk Technician	14	\$ 3,967	\$ 4,165	\$ 4,373	\$ 4,594	\$ 4,823
Claims Assistant I	14A	\$ 3,778	\$ 3,967	\$ 4,165	\$ 4,375	\$ 4,594
Claims Assistant II	34A	\$ 4,274	\$ 4,487	\$ 4,710	\$ 4,947	\$ 5,194
Code Enforcement Officer I	42A	\$ 4,727	\$ 4,940	\$ 5,159	\$ 5,377	\$ 5,577
Code Enforcement Officer II	52B	\$ 6,065	\$ 6,360	\$ 6,680	\$ 7,006	\$ 7,347
Collection System Leadworker	138D	\$ 6,763	\$ 7,089	\$ 7,442		
Collection System Maintenance Worker	133D	\$ 5,302	\$ 5,546	\$ 5,805		
Comb. Equip. Mechanic	138	\$ 5,830	\$ 6,112	\$ 6,417		

**ITEM K-1
ATTACHMENT 2**

Job Class Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Comb. Equip. Mechanic Leadworker	140	\$ 6,112	\$ 6,417	\$ 6,729		
Comb. Welder	138	\$ 5,830	\$ 6,112	\$ 6,417		
Communication Call Taker	14A	\$ 3,778	\$ 3,967	\$ 4,165	\$ 4,375	\$ 4,594
Communication Dispatcher I	32C	\$ 4,694	\$ 4,875	\$ 5,074	\$ 5,290	\$ 5,503
Communication Dispatcher II	41C	\$ 5,628	\$ 5,851	\$ 6,114	\$ 6,388	\$ 6,677
Community Develop. Assistant I	32	\$ 3,685	\$ 3,829	\$ 3,983	\$ 4,151	\$ 4,325
Community Develop. Assistant II	42	\$ 4,500	\$ 4,702	\$ 4,910	\$ 5,115	\$ 5,360
Community Develop. Const. Rep I	43	\$ 4,595	\$ 4,800	\$ 5,013	\$ 5,243	\$ 5,487
Community Develop. Const. Rep II	52	\$ 5,602	\$ 5,873	\$ 6,166	\$ 6,467	\$ 6,783
Community Services Technician I	14	\$ 3,967	\$ 4,165	\$ 4,373	\$ 4,594	\$ 4,823
Community Services Technician II	36D	\$ 4,631	\$ 4,828	\$ 5,027	\$ 5,230	\$ 5,467
Construction Assistant	132	\$ 5,156	\$ 5,371	\$ 5,628	\$ -	\$ -
Construction Inspector I	49	\$ 5,243	\$ 5,487	\$ 5,724	\$ 6,019	\$ 6,317
Construction Inspector II	52C	\$ 5,830	\$ 6,113	\$ 6,417	\$ 6,729	\$ 7,061
Crime Analysis Technician	42A	\$ 4,727	\$ 4,940	\$ 5,159	\$ 5,377	\$ 5,577
Crime Scene Technician	42A	\$ 4,727	\$ 4,940	\$ 5,159	\$ 5,377	\$ 5,577
Crime Prevention Specialist	38A	\$ 4,849	\$ 5,054	\$ 5,256	\$ 5,494	\$ 5,738
Curator's Assistant	18	\$ 3,974	\$ 4,172	\$ 4,381	\$ 4,600	\$ 4,829
Deputy City Clerk Assistant	34A	\$ 4,274	\$ 4,487	\$ 4,710	\$ 4,947	\$ 5,194
Deputy City Clerk	052H	\$ 6,328	\$ 6,541	\$ 6,866	\$ 7,200	\$ 7,555
Duplicating Mail Specialist I	12	\$ 3,612	\$ 3,793	\$ 3,983	\$ 4,183	\$ 4,391
Duplicating Mail Specialist II	18	\$ 3,974	\$ 4,172	\$ 4,381	\$ 4,600	\$ 4,829
Electrician	141	\$ 6,139	\$ 6,443	\$ 6,739		
Employment Program Specialist I	36A	\$ 4,471	\$ 4,694	\$ 4,929	\$ 5,175	\$ 5,434
Employment Program Specialist II	36C	\$ 4,972	\$ 5,307	\$ 5,483	\$ 5,758	\$ 6,047
Engineer I	49E	\$ 5,143	\$ 5,393	\$ 5,634	\$ 5,934	\$ 6,239
Engineer II	53	\$ 5,934	\$ 6,239	\$ 6,535	\$ 6,862	\$ 7,209
Environmental Compliance Inspector	52G	\$ 6,287	\$ 6,588	\$ 6,919	\$ 7,256	\$ 7,610
Equipment Mechanic I	125	\$ 4,240	\$ 4,417	\$ 4,595		
Equipment Mechanic II	129	\$ 4,781	\$ 4,996	\$ 5,216		
Equipment Mechanic III	134	\$ 5,115	\$ 5,360	\$ 5,602		
Equipment Mechanic IV	135A	\$ 5,456	\$ 5,708	\$ 5,955		
Equipment Operator	134	\$ 5,115	\$ 5,360	\$ 5,602		
Equipment Parts Specialist .	138	\$ 5,830	\$ 6,112	\$ 6,417		
Equipment Parts Storekeeper	123	\$ 4,500	\$ 4,725	\$ 4,962		
Executive Secretary I	38C	\$ 4,806	\$ 5,047	\$ 5,300	\$ 5,566	\$ 5,845
Executive Secretary II	38D	\$ 5,300	\$ 5,564	\$ 5,845	\$ 6,137	\$ 6,444
Family Literacy Specialist	37B	\$ 4,589	\$ 4,787	\$ 4,985	\$ 5,187	\$ 5,421
Gardener	129	\$ 4,781	\$ 4,996	\$ 5,216		
Graffiti Abatement Specialist	125	\$ 4,240	\$ 4,417	\$ 4,595		
Graphic Illustrator	48	\$ 5,115	\$ 5,360	\$ 5,602	\$ 5,873	\$ 6,166
Groundskeeper-Gardener	125	\$ 4,240	\$ 4,417	\$ 4,595		
Housing Finance Represent. I	43	\$ 4,595	\$ 4,800	\$ 5,013	\$ 5,243	\$ 5,487
Housing Finance Represent. II	52	\$ 5,602	\$ 5,873	\$ 6,166	\$ 6,467	\$ 6,783
Housing Groundskeeper	124	\$ 4,151	\$ 4,325	\$ 4,500	\$ -	\$ -

**ITEM K-1
ATTACHMENT 2**

Job Class Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Housing Lead Groundskeeper	127	\$ 4,417	\$ 4,595	\$ 4,800	\$ -	\$ -
Housing Program Specialist I	14A	\$ 3,778	\$ 3,967	\$ 4,165	\$ 4,375	\$ 4,594
Housing Program Specialist II	34A	\$ 4,274	\$ 4,487	\$ 4,710	\$ 4,947	\$ 5,194
Housing Program Specialist III	36D	\$ 4,631	\$ 4,828	\$ 5,027	\$ 5,230	\$ 5,467
Housing Rehab. Specialist	52	\$ 5,602	\$ 5,873	\$ 6,166	\$ 6,467	\$ 6,783
Housing Representative I	32	\$ 3,685	\$ 3,829	\$ 3,983	\$ 4,151	\$ 4,325
Housing Representative II	48	\$ 5,115	\$ 5,360	\$ 5,602	\$ 5,873	\$ 6,166
Human Resources Technician I	14	\$ 3,967	\$ 4,165	\$ 4,373	\$ 4,594	\$ 4,823
Human Resources Technician II	34A	\$ 4,274	\$ 4,487	\$ 4,710	\$ 4,947	\$ 5,194
Human Resources Technician III	46	\$ 4,910	\$ 5,115	\$ 5,360	\$ 5,602	\$ 5,873
Information Technology Assistant	44	\$ 5,110	\$ 5,336	\$ 5,558	\$ 5,824	\$ 6,088
Jailer	40	\$ 4,650	\$ 4,837	\$ 5,055	\$ 5,278	\$ 5,499
Job Developer	51	\$ 5,487	\$ 5,724	\$ 6,019	\$ 6,317	\$ 6,611
Junior Engineering Aide	35A	\$ 3,987	\$ 4,142	\$ 4,328	\$ 4,502	\$ 4,680
Junior Engineering Drafter	125	\$ 4,240	\$ 4,417	\$ 4,595	\$ -	\$ -
Lead Police Records Specialist	46	\$ 4,910	\$ 5,115	\$ 5,360	\$ 5,602	\$ 5,873
Learning Center Manager I	37B	\$ 4,589	\$ 4,787	\$ 4,985	\$ 5,187	\$ 5,421
Learning Center Manager II	40B	\$ 4,693	\$ 4,927	\$ 5,175	\$ 5,434	\$ 5,707
Legal Secretary	40C	\$ 4,927	\$ 5,174	\$ 5,433	\$ 5,704	\$ 5,990
Librarian I	42B	\$ 5,077	\$ 5,307	\$ 5,543	\$ 5,775	\$ 6,047
Librarian II	46B	\$ 5,543	\$ 5,775	\$ 6,047	\$ 6,328	\$ 6,628
Library Assistant I	12	\$ 3,612	\$ 3,793	\$ 3,983	\$ 4,183	\$ 4,391
Library Assistant II	18	\$ 3,974	\$ 4,172	\$ 4,381	\$ 4,600	\$ 4,829
Library Associate	37	\$ 4,470	\$ 4,693	\$ 4,927	\$ 5,175	\$ 5,434
Library Info. Sys. Support Tech	34A	\$ 4,274	\$ 4,487	\$ 4,710	\$ 4,947	\$ 5,194
Low Income Public Housing Asset Specialist	36D	\$ 4,631	\$ 4,828	\$ 5,027	\$ 5,230	\$ 5,467
Maintenance Clerk	28	\$ 3,399	\$ 3,540	\$ 3,685	\$ 3,829	\$ 3,983
Maintenance Leadworker	135A	\$ 5,456	\$ 5,708	\$ 5,955		
Maintenance Mechanic I	125A	\$ 4,388	\$ 4,571	\$ 4,756		
Maintenance Mechanic II	132	\$ 5,156	\$ 5,371	\$ 5,628		
Maintenance Mechanic III	135A	\$ 5,456	\$ 5,708	\$ 5,955		
Maintenance Utility Worker	119	\$ 3,755	\$ 3,914	\$ 4,068		
Maintenance Worker I	125	\$ 4,240	\$ 4,417	\$ 4,595		
Maintenance Worker II	129	\$ 4,781	\$ 4,996	\$ 5,216		
Marina Maintenance Worker	129	\$ 4,781	\$ 4,996	\$ 5,216		
MIS Technician	44	\$ 5,110	\$ 5,336	\$ 5,558	\$ 5,824	\$ 6,088
Modernization Programs Specialist	46	\$ 4,910	\$ 5,115	\$ 5,360	\$ 5,602	\$ 5,873
Museum Curator	42B	\$ 5,077	\$ 5,307	\$ 5,543	\$ 5,775	\$ 6,047
Neighborhood Change Agent	14A	\$ 3,778	\$ 3,967	\$ 4,165	\$ 4,375	\$ 4,594
Office Assistant I	8	\$ 3,455	\$ 3,625	\$ 3,806	\$ 3,998	\$ 4,197
Office Assistant II	14	\$ 3,967	\$ 4,165	\$ 4,373	\$ 4,594	\$ 4,823
Office Specialist	34A	\$ 4,274	\$ 4,487	\$ 4,710	\$ 4,947	\$ 5,194
Painter	138	\$ 5,830	\$ 6,112	\$ 6,417		
Paratransit Assistant	8	\$ 3,455	\$ 3,625	\$ 3,806	\$ 3,998	\$ 4,197
R-Transit Driver	850A	\$ 2,926	\$ 3,094	\$ 3,226	\$ 3,385	\$ 3,556

**ITEM K-1
ATTACHMENT 2**

Job Class Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Paratransit Driver Leadworker	73	\$ 4,970	\$ 5,218	\$ 5,480		
Parking Enforcement Rep	34	\$ 4,331	\$ 4,492	\$ 4,657	\$ 4,831	\$ 5,032
Parks Constr. & Mtce. Worker	134	\$ 5,115	\$ 5,360	\$ 5,602		
Parks Equipment Parts Specialist	138	\$ 5,830	\$ 6,112	\$ 6,417		
Payroll Coordinator	46A	\$ 5,337	\$ 5,560	\$ 5,823	\$ 6,088	\$ 6,382
Payroll Specialist	34A	\$ 4,274	\$ 4,487	\$ 4,710	\$ 4,947	\$ 5,194
Permit Technician I	14	\$ 3,967	\$ 4,165	\$ 4,373	\$ 4,594	\$ 4,823
Permit Technician II	46	\$ 4,910	\$ 5,115	\$ 5,360	\$ 5,602	\$ 5,873
Planner I	43G	\$ 5,055	\$ 5,280	\$ 5,513	\$ 5,767	\$ 6,036
Planner II	52G	\$ 6,287	\$ 6,588	\$ 6,919	\$ 7,256	\$ 7,610
Planning Technician I	28B	\$ 4,221	\$ 4,394	\$ 4,574	\$ 4,752	\$ 4,945
Planning Technician II	36B	\$ 4,945	\$ 5,154	\$ 5,367	\$ 5,584	\$ 5,837
Police Assistant	34	\$ 4,331	\$ 4,492	\$ 4,657	\$ 4,831	\$ 5,032
Police Property Technician	37B	\$ 4,589	\$ 4,787	\$ 4,985	\$ 5,187	\$ 5,421
Police Records Specialist	34A	\$ 4,274	\$ 4,487	\$ 4,710	\$ 4,947	\$ 5,194
Police Report Transcriber	18	\$ 3,974	\$ 4,172	\$ 4,381	\$ 4,600	\$ 4,829
Property Maint & Housing Inspector	52B	\$ 6,065	\$ 6,360	\$ 6,680	\$ 7,006	\$ 7,347
Purchasing Assistant	38	\$ 4,151	\$ 4,325	\$ 4,500	\$ 4,702	\$ 4,910
Recreation Program Coordinator	41	\$ 4,813	\$ 5,008	\$ 5,231	\$ 5,463	\$ 5,714
Resident Housing Manager	9	\$ 1,703	\$ 1,786	\$ 1,876	\$ 1,969	\$ 2,069
Secretary	34A	\$ 4,274	\$ 4,487	\$ 4,710	\$ 4,947	\$ 5,194
Secretary To Mayor	38C	\$ 4,806	\$ 5,047	\$ 5,300	\$ 5,566	\$ 5,845
Senior Accounting Assistant	37	\$ 4,470	\$ 4,693	\$ 4,927	\$ 5,175	\$ 5,434
Senior Building Inspector	128	\$ 7,090	\$ 7,446	\$ 7,808	\$ 8,190	\$ 8,577
Senior Cable TV Prod. Support Assistant	545A	\$ 3,538	\$ 3,715	\$ 3,904	\$ 4,098	\$ 4,304
Senior Duplicating/Mail Assist.	34A	\$ 4,274	\$ 4,487	\$ 4,710	\$ 4,947	\$ 5,194
Senior Engineering Aide	43	\$ 4,595	\$ 4,800	\$ 5,013	\$ 5,243	\$ 5,487
Senior Engineering Drafter	45	\$ 4,800	\$ 5,013	\$ 5,243	\$ 5,487	\$ 5,724
Senior Environmental Compliance Inspector	128	\$ 7,090	\$ 7,446	\$ 7,808	\$ 8,190	\$ 8,577
Senior Equipment Parts Specialist	140	\$ 6,112	\$ 6,417	\$ 6,729		
Senior Library Assistant	34A	\$ 4,274	\$ 4,487	\$ 4,710	\$ 4,947	\$ 5,194
Senior Office Assistant	34A	\$ 4,274	\$ 4,487	\$ 4,710	\$ 4,947	\$ 5,194
Senior Treatment Plant Operator	137D	\$ 6,595	\$ 6,880	\$ 7,234		
Sewer Maintenance Operator	135D	\$ 6,329	\$ 6,621	\$ 6,913		
Sewer Maintenance Lead Worker	138D	\$ 6,763	\$ 7,089	\$ 7,442		
Sewer Maintenance Worker I	134	\$ 5,115	\$ 5,360	\$ 5,602		
Sewer Maintenance Worker II	133D	\$ 5,302	\$ 5,546	\$ 5,805		
Source Control Inspector I	47D	\$ 5,628	\$ 5,888	\$ 6,160	\$ 6,430	\$ 6,758
Source Control Inspector II	54B	\$ 6,112	\$ 6,417	\$ 6,730	\$ 7,058	\$ 7,392
Source Control Inspector III	59B	\$ 6,624	\$ 6,973	\$ 7,340	\$ 7,726	\$ 8,133
Stationary Engineer	138	\$ 5,830	\$ 6,112	\$ 6,417		
Storekeeper	38	\$ 4,151	\$ 4,325	\$ 4,500	\$ 4,702	\$ 4,910
Survey Instrument Operator	47	\$ 5,163	\$ 5,400	\$ 5,652	\$ 5,895	\$ 6,200
Telephone/Radio Specialist	137A	\$ 5,553	\$ 5,830	\$ 6,111	\$ 6,417	\$ 6,738
Traffic Technician	44	\$ 5,110	\$ 5,336	\$ 5,558	\$ 5,824	\$ 6,088

**ITEM K-1
ATTACHMENT 2**

Job Class Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Treatment Plant Chemist	54B	\$ 6,112	\$ 6,417	\$ 6,730	\$ 7,058	\$ 7,392
Treatment Plant Lab Technician	44E	\$ 5,279	\$ 5,513	\$ 5,745	\$ 6,011	\$ 6,292
Treatment Plant Maintenance. Mech.	135D	\$ 6,329	\$ 6,621	\$ 6,913		
Treatment Plant Mtce Mech Ldwkr	138D	\$ 6,763	\$ 7,089	\$ 7,442		
Treatment Plant Operator	133D	\$ 5,302	\$ 5,546	\$ 5,805		
Tree Leadworker	135A	\$ 5,456	\$ 5,708	\$ 5,955		
Urban Planner	59A	\$ 6,620	\$ 6,943	\$ 7,292	\$ 7,644	\$ 8,012
Utility Leadworker	135A	\$ 5,456	\$ 5,708	\$ 5,955		
Utility Worker I	125	\$ 4,240	\$ 4,417	\$ 4,595		
Utility Worker II	129	\$ 4,781	\$ 4,996	\$ 5,216		
Volunteer Tutor/Learner Coordinator	37B	\$ 4,589	\$ 4,787	\$ 4,985	\$ 5,187	\$ 5,421
Weed Abatement Inspector	43A	\$ 4,436	\$ 4,657	\$ 4,889	\$ 5,134	\$ 5,392
Work Experience Coordinator.	40	\$ 4,650	\$ 4,837	\$ 5,055	\$ 5,278	\$ 5,499
Worker's Compensation Claims Examiner	42C	\$ 5,818	\$ 6,084	\$ 6,345	\$ 6,614	\$ 6,928
Workforce Development Support Specialist	36C	\$ 4,972	\$ 5,307	\$ 5,483	\$ 5,758	\$ 6,047
Youth Services Program Assistant	46	\$ 4,910	\$ 5,115	\$ 5,360	\$ 5,602	\$ 5,873

ATTACHMENT B – DEFINITIONS

CATASTROPHIC LEAVE: An employee suffering from a severe illness or injury expected to incapacitate the employee for an extended period or a similar illness or injury to a spouse, minor child or parent may apply for catastrophic leave. To be eligible, the employee must have been an employee of the City for at least one year and have exhausted all sick, vacation, and compensatory leave. The employee must also not be receiving any other leave payments such as workers compensation or long term disability. Application for catastrophic leave must be made through the employee's Department Head. Employees may donate their vacation leave to the catastrophic leave bank to be used by a qualified employee.

CLASSIFICATIONS: A group of positions sufficiently similar with respect to their duties and responsibilities that (a) the same descriptive title may be used to designate the positions allocated to the classification (class), (b) the same basic minimum qualifications as to education and experience may be required of all incumbents, (c) the same selection devices may be used to screen qualified employees, and (d) the same salary rate or range can apply with equity under substantially the same working conditions.

EMERGENCY RETIREMENT: In the event an employee is suffering from terminal illness, he/she can initiate an emergency retirement to ensure the maximum benefits to his/her family. Employees wishing to initiate an emergency retirement must contact the Human Resources Management Department for assistance in obtaining and filling out the appropriate PERS forms.

FINGERPRINTING: As required by California Public Resources Code Section 5163 certain employees who work with or around children must be fingerprinted and have their records checked with the Department of Justice. This will occur upon initial hire or when an employee's assignment is changed so that he/she falls under the Law's requirement.

IMMEDIATE FAMILY: The immediate family of an employee shall include: wife, husband, mother, father, grandmother, grandfather, sister, brother, child, father-in-law, mother-in-law, brother-in-law, sister-in-law, stepchild, stepfather, stepmother, legal guardian, grandchildren, aunt, uncle, domestic partner, as defined, and all minors living as a member of the family. In unusual cases, the City Manager may make exceptions to these restrictions.

Domestic partners are two adults who have chosen to share on another's lives in an intimate and committed relationship of mutual caring, who live together, and who have agreed to be jointly responsible for basic living expenses incurred during the domestic partnership.

REASSIGNMENT: A department head may reassign an employee from one position to any other position in the same classification in his/her department.

REGISTERED DOMESTIC PARTNER: For purposes of this MOU, when referred to herein the term "Registered Domestic Partner" shall mean a person who meets the criteria specified in Section 297 of the Family Code of the State of California and who is duly registered as such by the California Secretary of State's Office.

TEMPORARY EMPLOYMENT: Temporary full-time or part-time employment is limited to a maximum of 180 calendar days or up to 270 days if the employee be replaced is unable to return due to illness.

TRANSFER: An employee's voluntary request to move to another department or a position within their department within the same classification. Such transfers require the department head's approval. If the move is from one department to another, the transfer will require both department heads' approval.

TUBERCULOSIS TESTING: As required by California Public Resources Code Section 5164 certain employees who work with or around children are required to be tested for tuberculosis. The County Health Department will determine what remedial actions are necessary if an employee tests positive.

WORKERS COMPENSATION CLAIM: If an employee is injured on the job or becomes ill due to work related conditions, the employee must report this to his/her supervisor as soon as possible. The supervisor will provide the employee with the necessary claim forms and a pamphlet on employees' Workers Compensation rights.

For more information, see section III.B.10. of this MOU and the City's Health and Safety Manual

ATTACHMENT C – WEINGARTEN RIGHTS

The Supreme Court has ruled that an employee is entitled to have a Union representative present during any interview which may result in discipline. These are called your Weingarten Rights.

1. You must request that a Union representative be called into the meeting.
2. You must have a reasonable belief that discipline will result from the meeting.
3. You have the right to know the subject of the meeting and the right to consult your Union representative prior to that meeting to get advice.
4. Do not refuse to attend a meeting if a steward is requested but denied. The Union suggests you attend the meeting and repeatedly insist upon your right to have a Union representative present. If this fails, the Union suggests that you not answer any questions and take notes.

ATTACHMENT D – BUILDING INSPECTORS’ CERTIFICATIONS

Proponent Agency	Certification Title
ICBO ¹	Building Inspector
ICBO	Building Code Accessibility/Usability Specialist
ICBO/IAEI ²	Electrical Inspector
ICBO	Plumbing Inspector
IAPMO ³	Plumbing Inspector
IAPMO	Mechanical Inspector
ICBO	Combination Dwelling Inspector
ICBO	Light Commercial Combination Inspector
ICBO	Plans Examiner
ICBO	Uniform Fire Code Inspector
IFCI ⁴	Company Officer Fire Code Inspector
ICBO	Structural Masonry
ICBO	Structural Steel and Welding
ICBO	Spray-applied Fireproofing
ICBO	Reinforced Concrete
ICBO	Prestressed Concrete
IAEI	Electrical Inspector Plan Review
AACE ⁵	Housing Inspector
AACE	Zoning Inspector
NCPP ⁶	Elevator Inspector
NCPP	CABO One and Two Family Dwelling Inspector
IFCI	Underground Storage Tank Certification
CACE	Code Enforcement Inspector
	(Class Name)
SCACEO	(Class Name)

- 1 International Conference of Building Officials
- 2 International Association of Electrical Inspectors
- 3 International Association of Plumbing and Mechanical Officials
- 4 International Fire Code Institute
- 5 American Association of Code Enforcement
- 6 National Certification Program for Construction Code Inspectors

ATTACHMENT E – SAFETY SHOE REIMBURSEMENT CLASSIFICATION LISTING

The following list is a representation of the classifications that are eligible for safety shoe reimbursement. This list is neither exhaustive nor definite, and classifications can be added by mutual agreement between the City and the Union.

Job Classification

Building Trades Worker I/II/III
Carpenter
Code Enforcement Officer I/II
Combination Equip Mechanic Lead Worker
Combination Equipment Mechanic
Crime Scene Technician
Electrician
Equipment Mechanic I/II/III/IV
Equipment Operator
Gardener
Groundskeeper/Gardener
Jailer
Maintenance Lead Worker
Maintenance Worker I/II
Painter
Parking Enforcement Representative
Parks Construction & Maintenance Worker
Police Records Specialist
Resident Housing Manager
Senior Building Inspector
Stationary Engineer
Tree Leadworker
Utility Worker I/II

ADDENDUM TO THE MOU
CIVILIAN PROBATIONARY REVIEW BOARD

1. Policy: The Chief of Police shall establish, within the Police Department, a Civilian Probationary Review Board which shall review, on a monthly basis, the performance of civilian probationary employees.
2. Authority:
 - a) The Civilian Probationary Employee Review Board shall have the authority to review and comment upon all evaluations of civilian probationary employees, both in terms of the process prescribed in this policy and the manner of its use. The Board shall recommend any necessary change in the training process or use of evaluations.
 - b) The board shall have the authority to summon any civilian probationary employee, trainer, or supervisor to appear before the Board in relation to any review/hearing process.
 - c) The Board shall have the authority to return evaluations for revision and/or clarification when deemed appropriate.
3. Function: The Civilian Probationary Review Board shall review all civilian probationary employees to include: Weekly evaluations packages, any other evaluations, material, disciplinary actions or written documents related to the civilian probationary employee.
4. Civilian Employee Review Board Appearances: In addition to review of written documents, the Board shall have the option to summon the civilian probationary employee to appear before the Board anytime during the training process. The Board shall summon the civilian probationary employee to appear after completion of the training process.
 - a) Twelfth Month and Eighteenth Month Final Appearance: This appearance is mandatory for non-sworn probationary employees. For non-sworn employees making their twelfth month appearance (eighteenth month for Communications Dispatchers), the Board will make a final recommendation to the Chief of Police of either retention with permanent status or rejection from probation.
 - b) Rejection Appearance (Hearing):
 - i. At the direction of the Chief, the Civilian Employee Review Board shall meet to review a recommendation for rejection of a civilian probationary employee at any time during the probation period. The Board shall review any and all available documentation relating to the rejection recommendation.
 - ii. The Board may also summon trainers and/or supervisors involved in any way with the rejection recommendation for the purpose of making further inquiry.
 - iii. The Board, upon completion of interviews and review, shall summon the civilian probationary employee in question to appear before the Board. The Board shall ensure that the employee is made aware of the recommendation for rejection and the cause (s) for it. The Employee shall then be given the opportunity to respond to any inquiries from Board members and explain his/her position. The probationary employee must be notified at least two (2) days before the hearing.

- iv. Upon conclusion of the appearance by the employee in question, the Board shall, in closed session, make a determination as to a final recommendation and forward it to the Chief.
5. Civilian Employee Review Board Composition: The Civilian Probationary Employee Review Board shall include seven (7) civilian employee members and be diverse in its ethnic composition. A quorum shall consist of a minimum of five (5) voting members.
 - a) Chairperson (1-Captain): The chairperson of the Board shall be a Captain appointed by the Chief of Police.
 - b) Board Members (2-Supervisors/Managers): The Chief of Police shall appoint two (2) civilian supervisors or managers.
 - c) Board Members (5-Civilian Employees): The Chief of Police will appoint five (5) non-supervisory civilian police employees to serve as members of the Probationary Review Board.
 - d) Training Section Sergeant: The Training Section Sergeant shall serve in an advisory capacity to the Board and shall be responsible for assembling submitted material and summoning personnel to appear before the Board.
6. Board Meetings:
 - a) The Board shall meet whenever directed by the Board Chairperson or upon recommendation from the Training Section Sergeant.
 - b) Civilian Probationary Review Board members shall not discuss any sensitive information or issues with non-board members unless directed to do so by the Board Chairperson or Chief of Police.
 - c) Distribution of "Employee Performance Evaluations" shall be coordinated to best coincide with meeting of the Board.
 - d) Final Probationary Performance Evaluations for civilian police employees are to be distributed forty-five (45) days before the employee's anniversary date. The affected Bureau Commander will ensure its return to the Support Services Bureau at least ten (10) days before the employee's anniversary date.
7. Documentation of Board Meetings:
 - a) The meeting of the Board shall be documented by the Training Sergeant. In her/his absence, the responsibility will be that of the chairperson or her/his designee. A file of those reports shall be maintained by the Training Section.
 - b) All materials reviewed by the Board shall be returned to the Support Services Bureau or forwarded to their respective repositories.
 - c) The Chairperson of the Board shall submit to the Chief of Police a synopsis of the meeting.

ADDENDUM TO THE MOU
CITYWIDE SERVICE QUALITY COMMITTEESIDE LETTER

Side Letter to the MOU
Between
United public employees, Local 790
and
City of Richmond

The City and the Union will meet to discuss creation of 4/10 and/or 9/80 schedules on a pilot basis for mutually agreed upon small scale trial areas. The pilot projects will begin by July 1, 1996 and last for a six month trial period. Written terms and conditions will be developed for the pilot project as were developed for similar scheduling for Dispatchers in the Police Department.

Larry Hendel, Representative

Eric Larson
Workforce Relations Officer

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**City of Richmond and the SEIU Local 1021 Union –
General Employees Unit and Part-Time & Intermittent Employees Unit
2022 Classification and Compensation Meet and Confer**

City Proposal Number 1 – Version 6

Date: April 17, 2023

Subjects: Classification and Compensation Study Implementation

TA with
4-27-23

Proposal

The City proposes to implement the 2021 Segal Classification and Compensation Study for all SEIU- represented classifications via the below side letter to the Parties' current MOU.

MOU Side Letter Language

The City of Richmond ("City") and SEIU Local 1021 General Employees Unit and the Part-Time & Intermittent Employees Unit ("Union") (collectively, "the Parties") have met and conferred in good faith pursuant to California law and Article 7 of the Parties' 2021 - 2025 Memorandum of Understanding concerning implementation of the 2021 Segal Classification and Compensation Study ("Study"). The Parties hereby agree as follows:

Equity Adjustments

1. The Parties approve the SEIU Local 1021 General Employees Unit Salary Adjustments from the Segal Classification and Compensation Study Final Report dated June 2021. (Attachment A.) There are no salary adjustments to Part-Time & Intermittent Unit job classifications due to the Study.
2. The Parties approve SEIU Local 1021 General Employees Unit Job Description updates from the Segal Classification and Compensation Study Final Report dated June 2021 as amended by

the Parties. (Attachment B.) There are no substantive changes to Part-Time & Intermittent Unit job descriptions due to the Study.

3. The equity adjustments for the General Employees Unit will be implemented the first full pay period following City Personnel Board adoption of the Job Description changes. The City will recommend adoption of this side letter including Attachments A & B to the City Council. The City will also recommend approval of the Job Description changes to the Personnel Board.
4. The Parties shall conduct bi-weekly video conferences to review the City's progress implementing the Segal Classification and Compensation Study for the General Employees Unit until the Personnel Board has completed the process of adopting the updated job descriptions.

JWH
4-27-23

The City will implement the Compensation Study by placing employees in the proposed grade for their job classification as stated in Attachment A. Job classifications receiving an equity adjustment will be placed in the range reflecting the value of the equity adjustment recommended by Segal. Job classifications that do not receive an equity adjustment will remain in their current salary range. Individual employees will be placed at a step within their salary range that is most similar to their current range that does not cause a reduction in base wage.

TA JWH
4-27-23

Base Wage Increase

The City will increase base wages for all SEIU- represented classifications in the General Employees Unit and the Part-Time & Intermittent Employees Unit in the amount of 4.0% effective the pay period which includes July 1, 2023. The 4.0% base wage increase is separate from the agreed upon equity adjustments for the General Employees Unit.

The Parties will not further amend either of their current Memoranda of Understanding as a result of this Agreement. This Agreement embodies all items agreed upon by and between the Parties regarding the Study as addressed above.

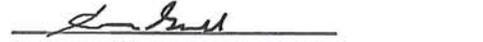
For the City:


Judy Boyd
Chief Negotiator


Masha Malyuk
Deputy City Manager - Internal Secs


Larraque Flen
Interim HR Director
Catherine
HR Manager

For the SEIU Local 1021:


Emma Gerould (Apr 19, 2023 17:42 PDT)
Emma Gerould, Field Supervisor

Gregory & Angela Everetts
Gregory Everetts, Bargaining Team

K. Tisdell 4/22/2023
K. Tisdell 4/22/2023 (Apr 22, 2023 11:46 PDT)
Kevin Tisdell, Bargaining Team

Tania M. Swartz
Tania M. Swartz (Apr 20, 2023 08:30 PDT)
Tania Swartz, Bargaining Team

Brenda McNeil
Brenda McNeil (Apr 24, 2023 12:17 PDT)
Brenda McNeil, Bargaining Team

DocuSigned by:
Rosanne Ryken
Rosanne Ryken, Bargaining Team

CHERYL CARDENAS
CHERYL CARDENAS (Apr 20, 2023 04:19 PDT)
Cheryl Cardenas, Bargaining Team

Fidencio Morales
Fidencio Morales (Apr 24, 2023 16:30 PDT)
Fidencio Morales, Bargaining Team

DocuSigned by:
Mapuana Bal
Mapuana Bal, Bargaining Team

RESOLUTION NO. _____

RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA
APPROVING THE CONTRACT AMENDMENT REGARDING EQUITY ADJUSTMENT
AND BASE WAGE INCREASE AFTER THE CITY RECEIVES A FINALIZED CLASS AND
COMPENSATION STUDY BETWEEN THE CITY OF RICHMOND AND SERVICE
EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1021 GENERAL EMPLOYEES
UNIT

WHEREAS, the City and Service Employees International Union (SEIU) Local 1021 General Employees have a Memorandum of Understanding covering the period July 1, 2021 – June 30, 2025; and

WHEREAS, the Service Employees International Union (SEIU) Local 1021 General Employees Memorandum of Understanding states that “During the term of the MOU, the Parties shall reopen labor negotiations concerning base wage increases (no decreases) after the City receives a finalized classification and compensation study from The Segal Group, Inc.”; and

WHEREAS, the parties have executed a contract amendment regarding the above paragraph on equity adjustments and base wage increase; and

WHEREAS, the contract amendment shall not bind the parties until they are ratified by a majority of the SEIU Local 1021 General Employees membership and ratified by the City Council; and

WHEREAS, the contract amendment will establish equity adjustments and base wage increases; and

WHEREAS, the adoption of this contract amendment will support a stable and amicable labor relations environment in the City.

NOW THEREFORE, BE IT RESOLVED, that the City Council of Richmond approves the contract amendment among the City of Richmond and SEIU Local 1021 General Employees unit regarding equity adjustments and base wage increase, the terms of which are set for and marked as Exhibits A to the agenda report in support of the resolution.

I hereby certify that the foregoing Resolution was passed and adopted by the Council of the City of Richmond at a regular meeting thereof held _____ by the following vote:

AYES:

NOES:

ABSTENTIONS:

ABSENT:

CLERK OF THE CITY OF RICHMOND
(SEAL)

Approved:

Mayor

Approved as to form:

City Attorney

RESOLUTION NO. _____

RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA
AMENDING THE SALARY SCHEDULE FOR SEIU LOCAL 1021 FULL-TIME GENERAL
AND PART-TIME/INTERMITTENT UNITS

WHEREAS, the Department of Human Resources maintains the classification and salary schedule on behalf of the City; and

WHEREAS, the City wishes to amend the salary schedule and such amendments are supported by the City Manager.

NOW, THEREFORE BE IT RESOLVED, that effective July 1, 2023, the Salary Schedule is hereby revised as follows and the Director of Human Resources shall publicly post the revised SEIU Local 1021 Full-Time General and Part-Time/Intermittent Units Salary Schedule (Attachment A).

I hereby certify that the foregoing Resolution was passed and adopted by the Council of the City of Richmond at a regular meeting thereof held _____ by the following vote:

AYES:

NOES:

ABSTENTIONS:

ABSENT:

CLERK OF THE CITY OF RICHMOND
(SEAL)

Approved:

Mayor

Approved as to form:

City Attorney

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MEMORANDUM OF UNDERSTANDING

between

The City of Richmond, California

and

**The Mid-Management Bargaining Unit
International Federation of Professional and
Technical Engineers (IFPTE), Local 21**



July 1, 2021 – June 30, 2025

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MEMORANDUM OF UNDERSTANDING

Between the
CITY OF RICHMOND

And the
*International Federation of Professional and Technical Employees, Local
21, AFL-CIO*
2021-2025

ARTICLE 1 RECOGNITION

1. The City recognizes the International Federation of Professional and Technical Employees, Local 21, AFL-CIO, (IFPTE, Local 21) as the sole and exclusive representative for those Bargaining Unit classifications listed in Attachment A.

ARTICLE 2 GENERAL PROVISIONS

2. The International Federation of Professional and Technical Employees Local 21 shall be referred to herein as the "Union."

ARTICLE 3 MANAGEMENT RIGHTS AND RESPONSIBILITIES

3. The City retains, solely and exclusively, all the rights, powers and authority exercised or held prior to the execution of this Agreement, except as expressly limited by a specific provision of this Agreement. These rights include but are not limited to: manage and direct the City's business and personnel; manage, control and determine the mission of its departments, building facilities, and operations; assign, repair, inspect, and retrieve City property and leased space; create, change, combine or abolish jobs, policies, departments and facilities in whole or in part; direct the work force; increase or decrease the work force and determine the number of employees needed; hire, transfer, promote, and maintain the discipline and efficiency of its employees; establish work standards, schedules of operation and reasonable work load; and adopt rules of conduct (including acceptable dress standards as needed).

ARTICLE 4 UNION RIGHTS

Access to New Employees

4. City of Richmond shall provide the Union written notice of, and access to, new employee orientation/onboarding meetings and information, as set forth below.

- A. Written Statement for New Employees: Within one (1) week of the new employee's start date, the Employer will provide a written statement to each new employee hired into a classification in any of the bargaining units represented by the Union stating the employee's classification is represented by the Union and the name and contact information of a representative of the Union. The Employer will provide the new employee with a packet of information that has been supplied by the Union including a membership application form.
- B. Notice: The Employer shall provide at least ten (10) business days' written notice, by email to addresses that the Union shall provide to the Employer, of all new employee orientations and onboarding meetings, whether the orientation takes place in person, online or through any other medium in which Employer personnel advise one or more new employees of information regarding employment status, rights, benefits, duties, responsibilities, or any other employment-related matters. The notice provided to the Union will include the date, time, and location of the orientation/onboarding meeting(s).
- C. Access: At all orientation/onboarding meetings as defined in part B above, the Union shall be afforded up to thirty (30) minutes to meet privately with all Local 21- represented new employees who are present, without Employer-personnel or any other persons present, to make a presentation about the Union. Up to two of the Union's representatives may be bargaining unit members, and such bargaining unit members shall be granted paid release time sufficient to cover the Union's presentation and travel time. The Union will provide the names of any employees who they wish to be released at least 48 hours in advance to the Human Resources Director.
- D. Process for New Employees Whose Onboarding is One-on-One or Otherwise Not at a Group Meeting: To the extent that a new employee's onboarding/orientation process is individualized for that new employee, and/or to the extent that a new employee for any reason does not within thirty (30) days of beginning work, attend a group orientation or onboarding meeting satisfying parts B and C above, the following alternate provisions shall apply:
1. The Employer shall notify the Union and the new employee of a proposed thirty (30) minute time slot, during normal working hours, for up to two Union representative to meet privately with (and provide materials and information to) the new employee, without Employer-personnel or any other persons present. Up to two of the

Union's representatives may be bargaining unit members, and such bargaining unit members shall be granted paid release time sufficient to cover the Union's presentation and travel time. The Union may notify the Employer that the proposed thirty (30)-minute time slot to meet for Union orientation is unworkable, and in such event propose an alternate time.

2. Attendance at the agreed on date, time, and location of the Union orientation is mandatory for new employee(s).
- E. Information Exchange: Within thirty (30) days of hiring an employee, or by the first pay period of the month following hire, the Employer will provide IFPTE Local 21 with the below listed information in a digital or other usable data format:
1. Name
 2. Job Title
 3. Department
 4. Work Location
 5. Telephone number(s) [work, home and personal cellular]
 6. Personal email addresses on file with employer
 7. Home Address of the new hire

Similarly, the Employer (City of Richmond) will also provide the Union (IFPTE Local 21) with the above detailed information for all employees within the Bargaining Unit at least every one hundred and twenty (120) calendar days in a digital or other usable data format.

Stewards

5. The Union may designate up to ten (10) members as its stewards for the purpose of assisting other Union members in the resolution of grievances arising over the interpretation of the terms of this Memorandum of Understanding and/or rules, policies, and ordinances regulating wages, hours and working conditions.

Stewards' Release Time

6. The City shall afford said stewards reasonable time off during working hours without loss of compensation or other benefits when meeting with City representatives regarding grievances arising over the interpretation of rules, policies and ordinances regulating wages, hours and working conditions; provided, however, that said time is scheduled so as not to unduly interfere with work load and job requirements as determined by the Department Head or

division head.

Negotiating Team

7. During negotiations for a successor to this Memorandum of Understanding, the Union may designate up to seven persons to meet and confer with the City's representatives.

Bulletin Boards

8. The Union shall have the right to have bulletin board space designated exclusively for its use.

ARTICLE 5 DISCRIMINATION PROHIBITED

9. There will be no discrimination against any employee because of race, color, age, physical or mental disability, religion, creed, sex, sexual orientation, national origin, lawful activities on behalf of the Union, lawful social activities not affecting or related to work performance, or for any other reason prohibited by law.
10. It is agreed that the City's Affirmative Action Plan is to be used as a reference to this section, but is not subject to the grievance or arbitration provisions of this Memorandum of Understanding.

ARTICLE 6 UNION DUES

Dues Deductions

11. Upon receipt of an employee's signed membership or other authorization form, including an authorization consistent with the Uniform Electronic Transactions Act, the City will deduct the appropriate dues or fees from the employee's pay, as established and as may be changed from time to time by IFPTE Local 21, and remit such dues or fees promptly to the Union. Deductions will continue unless the employee mails a written revocation to the Union in accordance with the terms of the authorization form, or, absent any such terms, by mailing a written revocation to the Union that is postmarked during the 30-day period immediately prior to the annual anniversary of the date on which the employee signed an authorization form.
12. The employee's earnings must be regularly sufficient after other legal and required deductions are made to cover the amount of the appropriate Union dues. When an employee is in a non-pay status for an entire pay period, no withholding will be made to cover that pay period from future earnings nor will the employee

deposit the amount with the City which would have been withheld if the member had been in pay status during that period. In the case of an employee who is in a non-pay status during only a part of the pay period, and the salary is not sufficient to cover the full withholding, no deductions shall be made. In this connection, all other legal and required deductions have priority over Union dues.

Maintenance of Membership

13. All employees in a classification identified in Attachment A who are currently paying Union dues and all employees in such classifications who hereafter become members of the Union shall pay dues to the Union for the duration of this Memorandum of Understanding.
14. Effective January 1, 2016, the City agrees to an agency shop provision, in accordance with State Law, with automatic dues deduction (as delineated in paragraph 10 above).
15. During the term of this agreement, an employee in the classes included in this Memorandum of Understanding (Attachment A) and, in the case of a newly hired employee who will become a Union member within thirty (30) calendar days of employment, shall remain a member in good standing in the Union; or pay to the Union a monthly service fee equal to the regular monthly Union dues; or, in the case of an employee who certifies he/she is a member of a bona fide religion, body or sect which has historically held conscientious objections to joining or financially supporting public employee organizations, execute a payroll deduction authorization form as furnished by the Union, and thereby pay sums equal to Union dues, initiation fee or service fees to (1) American Cancer Society; (2) the American Heart Association; or (3) Sickle Cell Anemia Research and Education, Inc., (SCARE), in lieu thereof. As permitted by the Meyers-Milias-Brown Act (MMBA), the City of Richmond has designated all employees in the Human Resources Department as confidential employees. Each of the IFPTE Local 21 classifications listed below (which is subject to change; the Union will be notified if or when any changes occur) has access to and is asked to assist in Labor Relations including gathering and organizing documents, responding to request for information and preparing for bargaining, which includes providing feedback on the City's bargaining proposals.

Principal Personnel Analyst
Employee Benefits Analyst
Senior Personnel Analyst
Personnel Analyst I
Senior Employee Benefits Analyst
Personnel Assistant

Administrative Services Analyst
Senior Management Analyst
Finance Manager
Benefits Analyst
Senior Human Resources Administrator

Indemnification

16. The Union shall indemnify and save harmless the City, its officers and employees from and against any and all loss, damages, costs, expenses, claims, attorney's fees, demands, actions, suits and judgments and other proceedings arising out of any collection of said fees described above.

ARTICLE 7 SALARIES

Direct Pay for Services

Salary Adjustments

1. Each employee shall receive a lump sum payment in the amount of \$3,800.00 (pro rata for benefited part time employees) minus applicable payroll deductions. The Parties do not intend for this lump sum payment to be CalPERS compensable wages. The lump sum payment will be paid to employees on a check separate from the employee's bi-weekly paycheck. The City shall issue the lump sum payment checks within the first two pay periods after this City Council adopts this Memorandum of Understanding.
2. Effective the pay period including January 1, 2023, the City shall increase the monthly pay for all employees in the bargaining unit by 5.0% of the monthly pay rate in effect before such increase takes effect.
3. Effective the pay period including January 1, 2024, the City shall increase the monthly pay for all employees in the bargaining unit by 4.0% of the monthly pay rate in effect before such increase takes effect.
4. Effective the pay period including January 1, 2025, the City shall increase the monthly pay rate for all employees in the bargaining unit by 4.0% of the monthly pay rate in effect before such increase takes effect.

During the term of the MOU, the Parties shall reopen labor negotiations concerning base wage increases (no decreases) after the City receives a finalized classification and compensation study from The Segal Group, Inc.

Reopener:

17. A reopener may be conducted only once during the term of the MOU at the request of Local 21, at any time prior to the expiration of the MOU, to discuss two non-economic matters of Local 21's choosing.

Salary Increase:

18. First line management employees' salaries will maintain a fifteen percent (15%) differential over the base salary of the highest paid Local 1021 (or general) employee they supervise. A first line supervisor is an employee who does not have any subordinate supervisors working for him/her.
19. When an employee receiving the differential is no longer supervising a Local 1021 employee requiring the fifteen percent (15%) differential, the employee's salary will revert to the appropriate step of his/her classification.
20. Positions certified by the Human Resources Department as bilingual in Spanish and other City-approved languages will receive \$200.00 per month bilingual pay.
21. Library employees who work between the hours of 5:00 P.M. and 9:00 P.M. shall receive ten dollars (\$10.00) per pay-period above their individual salary rate as additional compensation for those hours worked between 5:00 and 9:00 P.M. The ten-dollar differential shall be paid only for pay periods in which the employee works past 5:00 P.M.
22. When assigned to work five or more hours between the hours of 4:00 P.M. and 12:00 midnight, the Custodial Supervisor will receive an additional five percent (5%) above his/her individual salary rate. If assigned to work five or more hours between the hours of 12:00 midnight and 8:00 A.M., the Custodial Supervisor will receive an additional seven and a half percent (7½ %) above his/her individual salary rate.
23. The Construction and Maintenance Supervisor assigned to the Sewer Crew shall receive a five percent (5%) differential above his/her base pay.

Acting Pay

24. The Department Head must obtain official written approval through normal procedures, including a Personnel Action Form, when the Department Head intends to have a subordinate employee work temporarily in a higher paid classification. The Department Head must ensure that the employee who is to temporarily relieve in a higher paid classification must assume all or substantially

- all of the duties and responsibilities of the higher paid classification and fulfill those duties for a period of five days before the Department Head attempts to obtain approval for such appointment. Upon completion of the fifth day of an employee assuming substantially all of the duties and responsibilities of the higher classification, the employee will receive a five percent (5%) differential or the entry step in the higher range, whichever is greater, retroactively 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%) from said anniversary date. Such assignments shall be for a specific period of time, as indicated on the Personnel Action Form but not to exceed one year. Prior to an acting assignment reaching one year the Director of Human Resources Management will review the need for the position and determine whether an examination should be conducted to permanently fill the position, or the acting appointment should be terminated.
25. The Department Head shall not request approval of the appointment for temporary work in a higher paid classification if the subordinate employee will have some, but less than substantially all, of the duties and responsibilities of the higher paid classification. An employee who is properly appointed in accordance with the provisions of this section to work temporarily in a higher paid classification shall receive the proper job title and differential during only the period of time that the subordinate employee has all or substantially all of the duties and responsibilities of the higher paid classification. When acting as a Department Head or supervisor of a special staff office (such as Redevelopment Director) the person in the acting capacity will receive a ten percent (10%) salary differential.
 26. City Manager's Authority to Appoint In Acting Capacity. If a vacancy occurs in an Assistant Department Head, Division Head, or a similar administrative position and in the absence of an appropriate employment list, the City Manager may appoint a person meeting the minimum qualifications for the class, as determined by the Director of Human Resources Management, to a position in such a class in an acting capacity, such appointment to be designated "acting" followed by the appropriate class title.
 27. Generally, an employee who is relieving an Assistant Department Head, Division Head, or a similar administrative employee, when the relieving employee is paid salary commensurate with his/her duties and his/her position description includes acting as Department Head, shall not be promoted temporarily to the higher paid classification in the same division or department. However, the City Manager, in his/her discretion, may approve such an appointment for temporary promotion at or near the beginning of relief, provided that the City Manager is satisfied that these two conditions are met: (1) the absence of the employee in the

higher paid classification appears to be protracted, i.e., of 30 days or more duration and for purposes other than vacation leave; (2) the supervisor or administrator shall assume all or substantially all of the duties and responsibilities of the higher paid classification.

Definition of Class

28. A group of positions sufficiently similar with respect to their duties and responsibilities that: (a) the same descriptive title may be used to designate the positions allocated to the class; (b) the scope and level of duties and responsibilities are similar; (c) the same qualifications and tests of fitness may be required of all incumbents; and (d) the same salary rate or range can apply with equity under substantially the same working conditions.

Use of Classification

29. The listing of classifications by range number or by organization unit is not restrictive. Classifications of positions may be used in any organizational unit of the City government that is judged to be proper by the City Manager.

Salary Designations

30. The salaries herein established are on a monthly basis, except as where otherwise designated.

Advancements and Promotions

31. Salary advancements shall be made in conformance with the salary plan contained within this agreement and in conformance with the provisions of the City Charter and Personnel Rules as these relate to salary advancement and employee promotion.

Effect of Certain Personnel Actions Upon Salaries

32. An employee occupying a position which is reallocated to another classification, the maximum salary for which is less than the maximum salary for the incumbent's present classification, shall continue to receive his/her present salary. An employee occupying a position in a classification, the maximum salary rate for which is reduced, shall continue to receive his/her present salary. Such continuations of present salaries shall be designated as a "Y" rate. When an employee on a "Y" rate vacates his/her position, subsequent appointments to that position shall be made in accord with the salary ranges established by this agreement.

Promotion - Effect On Rate of Compensation

33. Whenever an employee is promoted to a higher class, he/she shall be entitled to receive in the new position the nearest higher monthly salary range which attaches to the higher class and is at least five percent (5%) higher than his/her previous salary.

Demotion

34. The rate of compensation to be paid in all cases of demotion, whether voluntary, disciplinary, for incompetence, or in lieu of layoff, shall be determined by the City Manager, based upon the recommendations of the Department Head and the Director of Human Resources Management.

Effect of Leave Of Absence Without Pay Upon Anniversary Date

35. An employee who has taken leave of absence without pay for a total of thirty (30) days or more within a service year shall have his/her anniversary date advanced by the number of days in excess of thirty (30) days.
36. A service year is the twelve-month period beginning when an employee is first hired, or on the day when an employee is promoted to a higher classification.
37. An employee's service year does not change if the employee's job is reclassified.
38. Step Increases and Vacation Accruals Affected by New Anniversary Date. When an employee's anniversary date is advanced because of leaves of absence without pay, the employee shall receive future step increases based upon his/her new anniversary date. An employee's rate of accrual of vacation will also be based on the new anniversary date.
39. Leave of absence for a period totaling less than 30 days without pay in the given service year shall have no effect upon the employee's anniversary date.

Eligibility for Salary Advancement

40. Each year of satisfactory service normally shall make an employee eligible for consideration for salary advancement within the salary range of his/her classification. Annual advancement shall not be automatic but shall depend upon the completion of a satisfactory performance evaluation, approved by his/her Department Head.

41. If a unit employee's performance evaluation is not completed and given to the employee within sixty (60) days after its "due date" and the employee is eligible for a step increase, the step increase shall be automatically granted.
42. Exceptionally meritorious service shall be considered adequate grounds for consideration for advancement even though such service is of less than one year's duration. Nothing in this section shall be construed as limiting the authority of the City Manager to increase, make no change in, or reduce the salary of any employee in the Classified Service for good and sufficient reasons in accordance with Personnel Policies and procedures.

ARTICLE 8 INDIRECT PAY AND ALLOWANCES

Insurance

Medical Plans

Employee Health Insurance Contribution

43. Effective for payroll covering the first of the month following adoption of the MOU, the City proposes amending the employee contribution toward health insurance from the existing \$125 per month to \$50 per month.

Employee Retiree Health Insurance Pre-Funding Trust Contribution

44. The City proposes amending the existing \$100 per month employee contribution toward OPEB by adding a new subsection to Article 8 of the Parties' MOU as follows:
45. Effective the first full pay period following City Council adoption of this ratified MOU, employees' retiree medical benefit pre-funding trust contributions shall be determined by the second-step annual base wage for their current job classification. The contribution amounts are as follows:
46. Employees in job classifications with annual second-step base wages in the amount of \$60,000 or less shall pay \$50.00 per month.
47. Employees in job classifications with annual second-step base wages falling within the range of \$60,001 and \$80,000 shall pay \$75.00 per month.
48. Employees in job classifications with annual second-step base wages in the amount of \$80,001 or more shall pay \$100.00 per month.

49. These payments shall occur as payroll deductions and shall be tax-free to the extent allowed by law.
50. Part-time employees in the bargaining unit shall make monthly retiree medical benefit pre-funding trust contributions on a pro-rata basis. As an example, this means that a part-time employee in a job classification with a second step making less than \$60,000 per year who works a three-quarters time schedule (28.125 hours per week) would pay \$37.50 per month to the trust.
51. The City shall contract with the California Public Employees Retirement System (PERS) Health Benefits Program to provide medical insurance for all active employees, retirees and eligible survivors (including those in the City of Richmond General Pension Fund) of retirees. Eligibility of retirees and survivors of retirees to participate in this program shall be in accordance with the regulations promulgated by PERS. Unless prohibited by PERS or by law, the health plan coverage described herein shall apply to persons retired.
52. The City shall pay \$20.00 per month to PERS on behalf of each active employee. The City shall pay \$2.00 per month on behalf of each eligible retired employee or eligible survivor of a retired employee who subscribes with PERS for coverage. This amount on behalf of retirees or their eligible survivors shall be increased annually, at the minimum rate required by PERS regulations. In the event PERS requires an additional minimum employer payment for retirees in excess of \$1.00 per month, the City and the Union will meet and confer regarding payment of such additional amounts during the term of this agreement.
53. Active employees benefit account: In addition to the contributions listed above, the City shall establish a benefits account for each active employee eligible for medical coverage who has enrolled in one of the PERS medical insurance plans offered by the City. All such employees shall receive monthly contributions from the City into their benefits account. Payment shall be sufficient to cover the premium of the Kaiser North medical plan less \$20.00, or any other less expensive medical plan included in PERS. For employees with no dependents, the amount shall be at the single premium rate; for employees with one dependent, the amount shall be the two-party rate; and for employees with more than one dependent, the amount shall be the family rate. If any employee chooses a plan more expensive than the Kaiser North medical plan, the City contribution shall be no more than the Kaiser North premium, less \$20.00, at the appropriate single, two-party or family rate, and the excess premium cost shall be paid by the employee. For the term of this Agreement only, the City shall pay any increased premiums in the Kaiser North medical plan or plans that are less expensive.
54. The City shall not treat the City contributions of \$20.00 or the Employee Benefit

Account as compensation subject to income tax withholding unless the Internal Revenue Service or the Franchise Tax board indicates that such contributions are taxable income subject to withholding. Each employee shall be solely and personally responsible for any federal, state, or local tax liability or penalty that may arise out of the implementation of this section.

55. Employees shall have the right to inform the City of an increase in their dependents at any time and have the amount contributed be adjusted accordingly, in accordance with PERS or the insurance carriers' rules. Employees shall be required to inform the City of any reduction in dependents and a corresponding reduction in premium amounts contributed by the City shall be made.
56. Retired Employees: Effective November 5, 1999, a monthly payment of \$244 shall be made to each retiree without dependents at the time of retirement or \$364 if the retiree has one or more dependents, provided that the retiree meets the eligibility requirements below. When a retiree or dependent becomes eligible for Medicare benefits, the monthly payments made to each retiree shall be \$202 and \$304 respectively. Notwithstanding the above, when the medical insurance premium for the retiree or the retiree and his/her dependents is less than the appropriate amount designated above, then the City shall only be obligated to pay to the retiree an amount equal to 100% of the actual medical premium.
57. After the first year of this agreement, and on each succeeding anniversary, the monthly payment to the retirees in Article 8, paragraph 49 shall be reduced by \$1.00 monthly until the monthly reduction reaches \$20.00.
58. To be eligible for the benefits of this section, the retiree must (1) retire on or after the implementation of this section and within 120 days of separation from the City payroll, and (2) be enrolled in a PERS medical plan offered by the City at the time of separation and thereafter, and (3) meet the following service and age requirements:

Age	55+	54	53	52	51	50
Full-time Service with City	10	12	14	16	18	20

59. The payment for retirees set forth above shall be made monthly from the date of retirement until the retiree ceases to participate in the PERS Medical program, with the exception that if the retiree goes from having one or more dependents to having no dependents, the amount shall be reduced from \$364 to \$244 or the corresponding decrease (\$304-\$202) if he/she is Medicare eligible. If the retiree fails to report the change in status to the City within 30 days of its occurrence, he/she shall be liable for refunding the excess amounts received.

60. If a retiree qualifying for benefits above is survived by a spouse who qualifies as an annuitant (i.e., is continuing to receive a pension from PERS or the City), said surviving spouse shall receive all the benefits described above and be subject to the same administrative procedures.
61. Any employee who retired on or after July 1, 2007, shall receive a monthly retiree medical contribution effective October 1, 2008 in the amount of \$394 for employee only or \$514 for employee plus one or more dependents. The City will increase its contribution by 5% each remaining year of the MOU. Effective January 1, 2009, the monthly retiree medical contribution will therefore be \$414 for employee only or \$540 for employee plus one or more dependents. Effective January 1, 2010, the monthly retiree medical contribution will therefore be \$435 for employee only or \$567 for employee plus one or more dependents. The annual 5% increase in the retiree medical reimbursement, and its application to retirees shall continue subject to negotiations between the parties, after the expiration of this MOU on June 30, 2010.

Cafeteria Option

62. Bargaining unit members who opt not to use the above medical insurance, and who can document to the City's satisfaction that he/she has group health insurance benefits through a spouse's plan or through another source shall receive a credit of \$200 (\$150 if not eligible for dependent coverage) a month. This option is available upon initial employment and at the annual insurance benefits "open period." In the event alternative coverage is lost, the City will allow immediate reinstatement to the City's health plan as described in the preceding paragraphs. Bargaining unit members receiving the \$200 credit in lieu of benefits may apply the credit towards the IRS Section 125 Flexible Benefits Plan described in below, or receive the \$200 as a taxable addition to their salary.

Dental Plan

63. The City shall contribute the full premium toward group dental plan benefits for employees and dependents including \$1,500 maximum towards dental benefits and a \$2,000 maximum for orthodontics and adult orthodontic coverage.
64. Permanent part-time employees shall be entitled to participate in the dental plan provided that said employees, and not the City, will pay the premium charge for the dental plan.

Vision Plan

65. The City shall contribute the full premium for a no deductible group vision plan

providing for eye exams and new lenses every twelve months and new frames every twenty-four months.

66. Permanent part-time employees working 20 hours or more a week are eligible for this benefit.

Life Insurance

67. The City shall provide a group life insurance program providing for term life insurance equal to two times the employees' annual salary.

Disability Insurance

68. The City shall provide a Long Term Disability insurance program for full time classified employees. This program shall include payment of sixty percent (60%) of an employee's monthly salary for a maximum monthly benefit of \$5,000 after a 30-day waiting period. Disability insurance payments shall not extend beyond age 65 for disabilities caused by accident, and for a period not to exceed five years for disabilities caused by illness, subject to the insurance carrier's limitations.

Flexible Benefits Plan

69. Upon ratification by the Union and the City of this Memorandum of Understanding, the City will establish a Flexible Benefits Plan under the provisions of IRS Section 125, subject to any changes in Federal law or regulations that may occur. The Flexible Benefits Plan will be available to all bargaining unit employees.
70. Employees may use their own funds on a tax free basis to participate in the Flexible Benefits Plan.
71. Options available through the Plan are:
 1. Medical Premiums
 2. Dependent Care
 3. Health Care Reimbursement

Any funds applied to options 1-3 would be tax-free.

Employee Assistance Program

72. The City and the Union recognize the value and need for counseling and assistance programs to help employees deal with problems such as alcohol or chemical

dependency, divorce, stress, psychological concerns or other circumstances which can interfere with job performance and job satisfaction. Both parties view the EAP as a positive tool to help deal with these types of problems.

73. The EAP shall provide preventive materials and training as well as individual diagnosis, counseling and crisis intervention. The City will contract with an Employee Assistance Program to provide up to five counseling visits without cost to the employee, per fiscal year.
74. Eligibility. The EAP is available to all bargaining unit employees and their families.
75. Referrals. Referral procedures will be designed to facilitate (a) self-referrals, (b) management referrals, (c) union referrals, (d) medical referrals, and (e) family referrals. After seeing a particular individual, the program may refer the client to other agencies, services or facilities, when appropriate. The ultimate decision to accept assistance through the program shall be reserved to the individual employee, but management may refer employees to the program.
76. Confidentiality. In the case of management referrals, the City shall, upon request, be informed of employee attendance in the program and whether the employee completed the program successfully. All other information shall be strictly confidential and shall be released only when requested by the employee.
77. Job Security. Referral to or participation in the diagnosis or counseling services of the EAP will not jeopardize any employee's job security or promotional opportunities.
78. Report and Evaluation. Every 6 months, a review of the EAP will be made to evaluate utilization and potential areas of improvement. Such review shall be made jointly by the Union and Management.
79. Contractual Rights and Obligations. An employee participating in the program shall be expected to meet all contractual obligations and established work rules, unless waived by mutual agreement of the City and the Union. Said employee shall have full access to the grievance procedure and other contractual protection.

Allowances

80. Meal Allowance. A \$10.25 meal allowance shall be afforded each employee, who works four hours or more beyond his/her normal workday. Only one meal allowance will be allowed for any continuous period worked.

81. Professional Development Package. Upon the submission of appropriate documentation to the City, employees represented by the Union shall be entitled to receive up to \$750 per fiscal year for personal and professional development, to include computer hardware or software. Of this amount, up to \$250 may be used for health related items (e.g., club dues or athletic equipment). Any amounts not used by the end of the fiscal year, (June 30) shall not be carried to the succeeding fiscal year.

Certifications

82. Any Public Works Superintendent assigned in the Waste Water Division shall be entitled to an additional five percent (5%) in salary by possessing a valid Grade 5 Waste Water Treatment Plant Operation Certificate issued by the State of California.
83. The City will reimburse each employee in a professional engineering classification the cost of professional registration and licensing certificates.
84. The City will contribute up to \$50 per year for each employee in a professional engineering classification toward annual professional association dues. Professional associations for which this contribution will be made must be approved in advance by the Department Head.
85. The City will reimburse each employee in a professional engineering classification in an amount not to exceed \$30 for the purchase of an electronic calculator to be used by the employee in the performance of his/her work. The reimbursement shall be on a one time and non-repetitive basis.
86. Any parks superintendent, senior supervisor or supervisor who is professionally trained and holds a valid hazardous materials application certificate shall receive an additional five percent (5%) of base salary.

Safety Shoes

87. City agrees to reimburse employees up to three hundred dollars (\$300) per calendar year to offset the cost of purchasing safety shoes. Parties agree that such reimbursement shall be related to those classes of employees who have need of safety shoes in the performance of their duties. Parties further agree that evidence of purchase must accompany requests for such reimbursement. Employees to whom the City provides safety shoe reimbursement shall be required to wear them in the course of their work.

ARTICLE 9 LEAVES

Leaves of Absence Without Pay

88. The City Manager may grant leaves of absence without pay for a period not to exceed one (1) year.
89. At the City Manager's sole discretion, he/she may approve a sabbatical for up to one year for employees represented by the Union to encourage professional or personal development for an employee with six or more years of City service. Union and the City agree that the City shall only provide medical, dental and vision benefits during the sabbatical. Sabbatical is not a right but a privilege and is not an expected benefit for every employee.
90. No employee shall be granted a leave of absence without pay for a period in excess of three (3) days unless:
 1. He/she makes written request of his/her Department Head stating the reasons;
 2. The Department Head recommends it;
 3. The Director of Human Resources Management recommends favorable action to the City Manager; and
 4. The City Manager approves it.
91. A request for leave of absence without pay for a period of three (3) days or less may be granted to an employee by his/her Department Head.
92. Failure on the part of an employee to report promptly at the expiration of his/her leave may be considered a cause for disciplinary action or discharge.
93. An employee who has taken a leave of absence without pay for a total of thirty (30) days or more within a given service year shall have his/her anniversary date set back by the time in excess of the thirty 30 days. Leaves of absence without pay for a period totaling less than thirty 30 days in the given service year shall have no effect on the employee's anniversary date. This computation applies only to the anniversary date for determination of vacation leave accrual. In the case of the employee anniversary date for impending lay-off, all time taken as leave of absence without pay will be subtracted, in establishing the anniversary date.
94. The City Manager, upon recommendation of the Department Head and the

Director of Human Resources Management, shall have the authority to grant leaves of absence with pay. The manner of and the condition for granting such leaves shall be prescribed by the City Manager, except that where a leave of absence with pay is to extend for a period of more than two (2) calendar weeks, it shall require specific approval of the City Council.

95. All employees are expected to be at work each day, or inform their supervisor of each day they will be absent. An unexcused absence of three consecutive days or more shall be deemed job abandonment and shall be an automatic resignation as of the last date on which the employee worked. The City will make the following attempts to contact such employees: first class mail; registered mail; and phone calls to their last known address and emergency contact person, if known. If the City receives no response and has not been contacted by the employee, the employee will be considered as having resigned.
96. If the employee or an authorized representative of the employee contacts the City Director of Human Resources Management within 15 calendar days of the date of resignation requesting reinstatement, the City will, on a case by case basis, review the circumstances of the employee's absence and decide whether or not to reinstate the employee within 15 working days. This provision in no way limits the discretion of the City to discipline an employee for his or her absence without leave.

Bereavement Leave

97. Only City employees working full-time and continuously in a regularly established City position, permanent part-time employees or term appointees shall be eligible for the Bereavement leave provisions specified below.
98. In case of death within the immediate family of an eligible employee, that employee shall have a right to leave of absence with full pay to a maximum period of four (4) consecutive work days for each such death. Such leave must have one or more of these purposes: making arrangements for burial services; enabling employee and family members to recover from emotional upsets; and settling property, estate and similar problems.
99. Absence by eligible employees due to the death of persons other than those specified in this Section shall be either in no-pay status or as vacation in amounts needed.
100. Usage of the foregoing provisions of this section shall be subject to the approval of the Department Head, City Manager, or their fully authorized representative.

101. One (1) day of bereavement leave is available to attend services for relatives not meeting the definition of "immediate family" as listed in the following paragraph. These would include nieces, nephews, and cousins.
102. "Immediate family" is defined as spouse, child, stepchild, parent, step-parent, guardian, grandparent, grandchild, uncle, aunt, sister, step-sister, brother, step-brother, father-in-law, mother-in-law, sister-in-law, brother-in-law, minors living as a member of the family, and domestic partners.
103. Domestic partners are two adults who have chosen to share their lives in an intimate and committed relationship of mutual caring, who live together, and who have agreed to be jointly responsible for basic living expenses incurred during the domestic partnership.

Sick Leave

104. Accrual Rate. Each eligible employee shall accrue sick leave credits at the rate of one (1) day per month of service beginning thirty (30) calendar days immediately following original appointment. There shall be no limit on the number of sick leave days that an employee may accumulate.
105. Accrual Rate for Other Than Full-Time Employees. Each employee working on an intermittent or part-time basis and who has worked 1,200 hours or more of the annually scheduled working hours in the preceding calendar year without a termination of employment, shall be entitled to a pro-rated sick leave based upon his/her date of employment, upon the number of calendar years in which service has been rendered and upon the further provision that employees who work a basic 40-hour work week and who have averaged 37-1/2 or more hours per week during the total scheduled work weeks per year shall be entitled to full sick leave provisions.
106. Each permanent part-time employee shall be entitled to pro-rated sick leave based upon his/her date of employment, upon the number of calendar years in which service has been rendered and upon the further provision that employees who work a basic 40 hour work week and who have averaged 37 1/2 or more hours per week during the total scheduled work weeks per year shall be entitled sick leave provisions.
107. A part-time worker who converts to full-time (without a break in service) carries forward any pro-rated sick leave he/she has accrued at the time of entry into full-time work.
108. Exclusions from Sick Leave Provisions. All full-time and permanent part-time

employees of the Classified Services shall be entitled to sick leave as specified in the preceding paragraphs except the following:

109. Employees who work on an intermittent or part-time basis and who have worked less than 1,200 hours in the preceding calendar year.
110. Payment for Unused Sick Leave. Each eligible employee who has used five (5) days or less of sick leave during the preceding calendar year may elect to receive pay for twenty-five percent (25%) of the sick leave earned during the preceding calendar year less the amount of such leave used during the same period. At the employee's option the payment for unused sick leave may be converted to equivalent vacation time. Employees shall express their preference by written request to the Director of Finance no later than January 15 each year, and payment will occur no later than February 15 each year. When an employee elects to receive payment in cash or vacation time, his/her sick leave balance shall be reduced by the amount paid off in cash or converted to vacation. Sick leave not converted to vacation or cash will remain on the employee's credit. To be eligible for this provision, an employee must have been a full-time employee for two (2) years prior to the calendar year on which the pay for unused sick leave calculation is based.
111. Conversion of Sick Leave to Pension Credits. Those employees who are members of the Public Employees Retirement System (PERS) and who retire from City employment shall be entitled to convert all unused sick leave credits to service credit for the purpose of calculating retirement benefits at the rate of .004 years of service for each unused day of sick leave in accordance with the provisions of Section 20862.8 of the California Government Code.
112. General Provisions. Each eligible employee may use sick leave to care for a member of his/her immediate household (spouse, child, domestic partner) and for a parent living outside the home who is incapacitated through illness or injury. Such usage of sick leave shall be within the amount specified in the Accrual Rate subsection of these provisions. Sick leave properly may be used for the following or similar purposes: illness, non-job disability, dental care, diagnosis, and therapy when requested or ordered by competent medical-dental authority, and family illness or injury.
113. A doctor's certificate of disability, indicating the nature of the disability must be furnished on the request of the City Manager or Department Head and at such time thereafter during the same sick leave as the City Manager or Department Head shall deem necessary. In any event, a doctor's release to return to work shall be mandatory after seven (7) consecutive workdays of sick leave.

114. Each Department Head is responsible for insuring that these sick leave provisions are neither abused nor misused. This requirement shall include, but is not limited to, maintenance of simple, accurate written records, which are subject to audit.
115. Sick leave shall be used in no less than four hour periods. Time off for four hours or less will not be charged to employee's sick leave.

Parental Leave

116. All parents, natural or adoptive, shall be granted a leave of absence without pay for a period up to four months. An additional two months shall be granted natural mothers with appropriate medical documentation. During this leave the City will continue to pay the premium for the PERS medical plan. During this leave the employee shall be entitled to full access to long term disability insurance, subject to the terms of the LTD policy.
117. All parents granted a leave of absence as described above, shall receive one week's paid leave as part of their parental leave.

Family and Medical Care Leave

118. Pursuant to State and Federal law, the City will provide family and medical leave for eligible employees. The following provisions set forth unit members rights and obligations with respect to such leave. Rights and obligations which are not specifically set forth below are set forth in the Department of Labor regulations implementing the Federal Family and Medical Leave Act of 1993 (FMLA) and the regulations of the California Fair Employment and Housing Commission implementing the California Family Rights Act (CFRA). Unless otherwise provided by this section, "leave" under this section shall mean leave pursuant to the FMLA and the CFRA.
119. Amount of Leave. Eligible members are entitled to a total of 12 workweeks of leave during any 12 month period. A member's entitlement to leave for the birth or placement of a child for adoption or foster care expires 12 months after the birth or placement.
120. The 12 month period for calculating leave entitlement will be a "rolling period" measured backward from the date leave is taken and continues with each additional leave day taken. Thus, whenever a member requests leave under this provision, the City will look back over the previous 12 month period to determine how much leave has already been used under this provision and determine the balance available.

121. Use of Other Accrued Leaves While on Leave. If a member requests leave for his/her own serious health condition, the member must also exhaust sick leave concurrently with the leave.
122. Leave shall also be concurrent with the time an employee is on paid leave due to a work related disability.
123. While the City recognizes that emergencies arise which may require employees to request immediate leave, employees are required to give as much notice as possible of their need for leave. If leave is foreseeable, at least 30 days notice is required. In addition, if an employee knows that he/she will need leave in the future, but does not know the exact date(s) (e.g., for the birth of a child), the employee shall inform his/her supervisor as soon as possible that such leave will be needed. If the City determines that an employee's notice is inadequate or the employee knew about the requested leave in advance of the request, the City may delay the granting of the leave until it can, in its discretion adequately cover the position with a substitute.

Jury Duty

124. A City employee ordered to jury duty during the employee's regularly scheduled work hours has a right to full pay leave during actual jury services. The following shall apply:
125. All employees generally shall willingly accept ordered jury duty as one of the obligations upon all eligible citizens.
126. Employees shall properly inform the officials who control jury duty of such unusual factors in their City jobs, including workload, as the jury officials might judge to be adequate grounds for deferral of or excuse from jury duty.
127. Such leave may be based upon, but is not limited to, coroner, municipal court, county superior court, and federal jury duty.
128. Employees shall pay immediately to the City such amounts of money as they receive as per diem, but shall be entitled to keep such mileage payments as are made to them.
129. Each employee shall expeditiously report his/her probable absence for jury duty, and must report promptly the termination of active jury service. Employees whose shifts and days off are other than day shift Monday through Friday, shall be temporarily assigned day shift Monday through Friday for the duration of jury duty. Employees will be expected to give two weeks or more notice of their call

for jury duty.

Military Leave

- 130. Military leave shall be granted in accordance with the provisions of California State Law. All employees entitled to and taking military leave shall give the Department Head the right within the limits of military necessity and regulations to determine when such leave shall be taken. When an employee is called for and serves extended active duty in the military (including annual reserve training), the City will pay the difference between the employee's City pay and his/her extended active duty pay for a period of up to twelve months, if the employee's City pay is higher than the military pay. If the employee applies to the Public Employee Retirement System for PERS credit, and is approved, the City will make the necessary contributions as if the employee had been receiving full City paid salary while on extended active duty, for a period of up to twelve months.
- 131. No person shall be appointed permanently to a position from which another is on military leave, provided that nothing contained in this section shall prevent an employee originally appointed to a military leave vacancy from obtaining a permanent appointment to another position in the same class in the event a vacancy should occur through death, retirement, resignation, promotion, demotion, transfer or other action not related to military leave.
- 132. This section, Military Leave, shall not apply to any employee in a class covered by this Memorandum of Understanding, who was a City employee on July 1, 1981, and as of that date, was an active member of a reserve military unit.

Vacation Leave

- 133. Rate at Which Vacation Leave Shall Accrue for Full-Time Employees. Each employee working on a full-time basis shall accrue vacation at the rates specified below beginning with the date of original appointment.
- 134. The authorized annual vacation leave for employees shall be:

<u>WORKING DAYS</u>	<u>YEARS OF SERVICE</u>
10	1-3
15	4-10
20	11-15
25	16-30
30	30 thereafter

- 135. Limitation on Vacation During First Year of Service. Each employee working full

time in a regularly established continuing position in the Classified Service normally must have served one (1) year continuously in order to be eligible to take vacation leave. When unusual needs exist and after proper formal approval has been obtained, the employee, after six (6) months of continuous service, may be permitted to take accumulated vacation.

136. Other Limitations on Vacation Leave and Accumulation of Vacation Leave.

1. At any time during the year when three vacation periods are accrued, the employee will cease earning vacation until the employee has utilized vacation and his/her balance has fallen below the maximum accrual, shown below. Each time the three-year maximum accrual is reached, the employee shall stop accruing additional vacation. There will be no exceptions or waivers of the three annual vacation period accrual limit.

<u>Years of Service</u>	<u>Maximum Accrual</u>
1-3	30 working days
4-10	45 working days
11-15	60 working days
16-30	75 working days
30+	90 working days

2. No employee shall take more than the equivalent of two annual vacation periods in any one calendar year, except when vacation has been deferred at the request or order of the Department Head and approved by the City Manager, in the best interests of the City government and the employee.

137. Time at Which Vacation Shall be Taken. The times at which an employee shall take his/her vacation leave during the calendar year shall be determined by the Department Head or his or her designee with due regard for the wishes of the employee and particular regard for the needs of the service.

138. Effects of Holidays and Vacation Leave. In the event one or more municipal holidays fall within a vacation leave, such holidays shall not be charged as vacation leave and the vacation leave shall be extended accordingly.

139. The provisions of this section shall not apply to the incumbents of those positions in which holidays, due to the necessity of public health and safety, are normal working days.

140. Effect of Extending Military Leave on Vacation Leave. For the purpose of

determining length of service, time spent on military leave from City service shall be counted as time spent in the service of the City.

141. Vacation Amounts at Termination of Active Employment. Following termination of active employment from whatever cause, the City shall pay to the employee or the estate such vacation as was due to the employee at termination or shall obtain reimbursement from the employee or estate for used vacation which was in excess of vacation due to the employee at termination by deduction from severance pay or otherwise.
142. Vacation leave shall be used in no less than four-hour periods. Time off for four hours or less will not be charged to employee's vacation balance.
143. Reinstatement. Upon reinstatement or reemployment to the Classified Service, an employee's anniversary date, for the purpose of computing vacation rights, shall be the original appointment date less the time absent from the City payroll.
144. Credit for Prior Employment. Employees who occupy professional or managerial positions shall, upon approval by the City Manager, be granted up to ten years of service credit in determining rate of vacation accrual, for professional or managerial experience as specified in the job description of the position held with a prior employer(s).
145. Vacation Sell-Back. Annually, employees with at least two (2) years of full-time, regular service shall have the option to sell back up to five (5) work days of accumulated vacation time. Payment of sold vacation time will be made on the second payroll in December. Eligible employees must exercise this option on forms provided by the City no later than October 1 preceding that calendar years payout. For calendar year 2001 only, the option date will be November 15

Injury Leave Payments

146. Any City employee, who is unable to work because of bodily injury or illness which occurs while he/she is acting within the course and scope of his/her employment, shall be paid his/her full salary up to a maximum of twenty-six (26) weeks, over a period not to exceed eighteen (18) months, from the date of injury, subject, however, to the following conditions:
147. If any employee exhausts his/her twenty-six (26) weeks of full pay as described above, and continues to be temporarily disabled, he/she will be paid the appropriate temporary disability as prescribed by the Workers' Compensation code up to the maximum permitted.

148. When an employee returns to work or is medically determined to be permanent and stationary, or receives a disability retirement, the City's liability for temporary disability payments or salary continuation will be terminated. He/she may still be eligible for vocational rehabilitation maintenance.
149. During the time the employee is entitled to receive total temporary disability compensation payments, the City's liability is in accordance with the law but will not be greater than regular salary.
150. In the event that it is determined from competent medical evidence that an employee is no longer temporarily disabled, the City shall discontinue temporary disability payments or salary continuation. The employee may appeal this decision to the Workers' Compensation Appeals Board.
151. When an employee is determined to be permanent and stationary, and it is determined from competent medical evidence that he/she is a qualified injured worker and unable to physically or mentally (psychologically) perform the full duties of his/her position, the employee has the option to immediately apply for a disability retirement, if eligible, or, if not eligible, to resign voluntarily. Failure to resign in such circumstance may result in termination from employment by the City in accordance with City policy. An employee who feels his/her rights are being violated due to their disability may file an internal complaint through the Human Resources Management Department utilizing the City's Americans with Disabilities Act complaint procedure and file for status under the Americans With Disabilities Act.
152. An employee absent on injury leave who is medically certified able to return to full duties shall return to work on the return-to-work date. Failure to do so may subject the employee to discipline.
153. During the time that an employee is disabled by reason of bodily injury or illness resulting from the course and scope of his/her employment, neither his/her vacation leave nor sick leave account shall be charged for the purpose of paying compensation leave benefits during said period. He/she may, with the approval of the Department Head, use vacation time, if needed. If a claim is delayed for any reason and the employee is disabled, he/she may use sick leave until there is a decision on whether the disability is work related.
154. A permanent employee absent from duty on paid injury leave under this Section 9 shall have such absence considered as "service" for purposes of computing rate of sick leave and vacation leave. This does not apply if an employee is no longer on salary continuation (off payroll) receiving temporary disability benefits.

155. A probationary employee will have his/her probationary period extended the same amount of time he/she is off work due to injury leave.
156. An employee who is medically certified to be a qualified injured worker and no longer able to perform the full duties of his/her position will continue to receive Worker's Compensation benefits provided by law, if applicable.
157. In the event that an employee's injury or illness results from the carelessness or negligence of a third party, the City of Richmond will have the right of subrogation for reimbursement of salary and benefits paid by the City under the Self Insurance Program.
158. An employee may be seen by a doctor of his/her choice when injured on the job, if the employee has designated that doctor in writing with the Department of Human Resources Management prior to the injury. As permitted by State Law, the City may also require an injured employee to be evaluated by a City designated physician or specialist.

Court Appearances

159. Employees occasionally are required, by subpoena or otherwise, to be present at Court proceedings in connection with their City employment. Such Court appearances shall be in a full duty status. Employees are entitled, through normal administrative procedures, to payment by the City for out-of-pocket expenses.
160. Employees required, by subpoena or otherwise, to be present in Court not in connection with their City employment shall make such Court appearance either in no-pay status or on vacation time.

Administrative Leave

161. Employees represented by the Union shall be eligible to receive five days of Administrative Leave each Fiscal Year. Administrative Leave must be used in full day increments and may not be cashed out or carried over the following year.
162. Administrative Leave will be available after six months employment pro-rated for newly hired employees who have worked less than a full fiscal year. Administrative Leave will be pro-rated for those employees, but it still must be used in full day increments. After six months employment the employee will be credited with three days Administrative Leave and will receive one additional day for each remaining three months of the fiscal year they work.
163. Effective 01/01/2017, employees in IFPTE Local 21 classifications will receive one (1) additional administrative leave day (for a total of six (6) days of administrative

leave days in a fiscal year).

164. Effective 01/01/2018, employees in IFPTE Local 21 classifications will receive one (1) additional administrative leave day (for a total of seven (7) days of administrative leave days in a fiscal year).

Communications Shift Supervisor Administrative Leave

165. Communications Shift Supervisors will be granted two (2) administrative leave days each fiscal year beginning July 1. The two (2) days must be used by the end of each fiscal year, June 30, or the employee will forfeit them.

Holidays

166. All regular, full-time classified employees shall be allowed a fully paid leave of absence on the following named holidays:

Independence Day	July 4
Labor Day	First Monday in September
Admission Day	September 9
Columbus Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Holidays	Fourth Thursday in November and the Friday following
Christmas Day	December 25
New Year's Day	January 1
Martin Luther King Jr. Birthday	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May

167. In addition to the holidays listed in the preceding paragraph, each employee shall be granted five (5) days and two (2) hours paid floating holidays per calendar year which may be taken at any time during the calendar year subject to the approval of the employee's Department Head. Said holidays must be taken during each calendar year and may not be carried over from one calendar year to the next. To be eligible for such holiday, an employee must have been working for the City prior to September 1 of the calendar year. It is understood that one of these floating holidays has been created in recognition of Cesar Chavez' Birthday and in the event that day becomes generally observed as a fixed holiday, the parties agree to convert one floating holiday to that fixed holiday.

168. When a holiday falls on Sunday, the Monday following shall be considered as a holiday. When a holiday falls on Saturday, the Friday preceding shall be

considered as a holiday. When such holiday falls on a regular day off, the employee shall be entitled to an additional day off.

Part-Time Provisions

169. Employees appointed to any of the classes referred to herein and employed or working on a part-time basis shall be paid in proportion to the time worked.
170. For the purpose of calculating sick leave and vacation leave accruals for part-time personnel, any time compensated as sick leave or vacation leave shall be considered as time worked. Less than full time employees shall advance to higher levels of leave accrual rates when their cumulative hours worked, during years that qualify for the accrual of leave benefits, equals the time required for full time employees to advance to higher accrual rates.
171. Vacation Leave and Sick Leave for employees who work half-time or more shall be set forth in appropriate sections of this agreement.
172. Part-time employees in the General Management Bargaining Unit will be allowed to carry over earned but unused sick leave and vacation credits from year to year within the vacation accrual maximums described in Article 9.
173. Permanent part-time employees who regularly work 20 or more hours weekly will be covered by the public employee retirement system in accordance with PERS provisions.
174. Permanent part-time employees who regularly work at least 20 hours, but less than 25 hours, weekly shall be covered by the PERS Medical Plan, in accordance with PERS Provisions. The City will contribute on behalf of such employees, the \$20 monthly premium described in Article 8, paragraph 44.
175. Permanent part-time employees who regularly work 25 hours or more weekly shall receive the same medical plan benefits as full time employees.
176. Permanent part-time employees are eligible to participate in dental, vision, life insurance and LTD programs if plans allow. (See Article 8, paragraphs 55-60.)

Retirement System

177. Effective January 1, 2005, the City shall contribute on behalf of each employee, in classes covered by this agreement, one-half of the employee's eight percent (8%) contribution to the Public Employees Retirement System (PERS). This Employer Paid Member Contribution ("EPMC") shall be treated as special compensation

under CalPERS "Pay and Report the Value of EPMC" provision. Employees shall be responsible for paying the remaining one-half of their contribution. The City will take appropriate steps to implement the provisions of Internal Revenue Code Section 414 (h)(2) relative to employee-paid PERS contributions.

178. Effective July 1, 2005, the City shall cease its contributions to the employee's share of CalPERS cost and will cease reporting the value of "EPMC." Employees shall be responsible for paying the full amount of their required PERS contribution.

ARTICLE 10 WORKING CONDITIONS

Meal Periods and Rest Periods

179. Employees shall be assigned a one-half (1/2) or one (1) hour unpaid meal period each day within a two (2) hour period at midpoint of each shift, and a fifteen (15) minute paid rest period during the first half of the work shift and another fifteen (15) minute rest period during the second half of the work shift.

Working Hours

180. Departmental Working Hours. All offices of the City Government, except those for which special regulations shall be issued by the City Manager, shall be kept open each day except Saturday, Sunday, and holidays continuously from 8:30 A.M. until 5:00 P.M.
181. To assist in the orderly administration of the City Government, the following definitions shall be used:
182. The calendar week shall begin at 12:01 Sunday morning, and shall end at 12:00 midnight Saturday.
183. The "work week" shall be the normal, total working hours within the calendar week for each City employee.
184. The "normal work day" for all regular, full-time employees shall be one fifth of the "work week" as established for the classification/department.
185. The City Manager shall have the obligation and the right, when the needs of the City service clearly require, to establish on a regular continuing basis, work days which are different from those herein defined in this section.
186. Length of Work Week. City employees generally shall have the following work weeks: general government employees at the Civic Center 37.5 hours, all other

City employees 40 hours

187. Attendance. Employees shall be in attendance at their work in accordance with the rules governing hours of work, holidays, and leaves. All departments shall keep daily attendance records of employees which shall be reported on the payrolls. Absence without leave may be cause for disciplinary action.

ARTICLE 11 PERSONNEL PROVISIONS

Layoff

188. Seniority Defined. Seniority is defined as days of continuous accrued service ("length of service") within any classification with the City. For layoff purposes all time on Worker's Compensation and Military Leave shall be added to this computation.
189. Provisional or acting appointment to a classification shall not be construed as service in such classification unless such appointment was to a probationary or part-time status in that classification.
190. Whenever there is lack of work, lack of funds, substantive change in duties or organization, return of an employee from leave of absence, or other valid reasons requiring reduction of personnel in a department or division of the City government, the required layoffs shall be made, in job classifications set forth in the classification plan of the City of Richmond, by the City Manager or designee in accordance with the following procedures:
191. All possibilities for a transfer to a vacant position must be exhausted before notice of layoff is given.
192. Whenever layoff of one or more employees becomes necessary, as defined in Article XIII of the City Charter and this section, such layoff shall be made by seniority within classification on a City-wide basis when employees with permanent appointments in the class are involved.
193. Whenever the effective date of appointment to a classification is the same for two or more employees, the original date of hire as a probationary or permanent part-time employee shall be used to determine which employee has greater length of service within the classification. The employee with the earliest permanent hire date shall be considered to have seniority in the classification in this situation. Whenever two (2) or more employees subject to layoff have the identical seniority, the order of layoff will be determined by lot, and the selection witnessed by a representative of the Union.

194. At least three (3) weeks prior to the effective date of a proposed layoff, the Department Head shall notify the Director of Human Resources Management of the proposed action with the reason therefore. At least two weeks prior to the effective date of a proposed layoff, the Human Resources Director shall notify the affected employee and the Union of the proposed action. The City will notify the Union when it has made a firm decision to effect layoffs. Upon notification to the Union, the City and Union will meet without delay, provided that such meeting shall not result in delays in layoffs. All employees faced with such notice shall, in the absence of an active disciplinary action, be considered eligible for rehire. If disciplinary procedures are in progress for any such employee, said individual may be laid off, but must be accorded all employee rights to exhaust appropriate appeal processes prior to final implementation of the layoff.
195. An employee designated to be laid off may exercise "bumping" rights to a previously held classification provided that his/her seniority (date of hire) in that classification exceeds the seniority (date of hire) of at least one employee in the classification.
196. An employee who has been laid off to a lower class or a comparable class with a lower salary will receive the salary step in the lower range closest to, but not exceeding his/her salary, or exceeding the top step of the lower range.
197. No employee holding a permanent appointment in the class from which layoff is to be made shall be laid off unless all provisional, acting and probationary employees City wide in the affected classification have first been laid off.
198. In the event of layoff the City shall prepare a list of employees in each section of the City's classified service which are subject to layoff. Said list shall serve as the basis for placement on a reemployment list. Reemployment shall occur in the order of cumulative time served (date of hire) in the classification(s) in which the employee has established eligibility. The City will ensure that said list will be presented to the Union Board of Directors at least five (5) days prior to the first "meet and confer" session.
199. Employees who are rehired into a classification other than the one from which they were laid off shall have the right to be reinstated into their previous position for a period of three (3) years in the event that vacancies occur in the classification or new positions are created after they are rehired.
200. The Director of Human Resource Management or a designee shall create and cause to be maintained a list of comparable classifications if any, for every classification in the classified service. Employees subject to layoff who do not possess bumping

rights will be considered for transfer to vacant positions outside the employees' current classification but within the bargaining unit as set forth in the comparable classification list.

201. An employee may volunteer to be laid off and placed on a reemployment list on the basis of seniority and comparability of assignment.
202. Interested employees who are placed upon a reemployment list due to layoff and who elect to be available for temporary work shall be given preference for such work in their former department in the classification from which they were laid off. The election to be available for temporary work must be made at the time of layoff. Employees may decline to be available for temporary work or may decline such work itself without affecting any right held. In no instance shall an employee hired for temporary work serve in their position for a period to exceed 180 calendar days. If the City wishes to continue the employment services beyond the 180 day period, that employee shall be deemed to be recalled and returned to their previously held position with full time benefit and salary status. All employees hired in to temporary positions shall be paid at the level of compensation consistent with their classification and be given prorated benefits.
203. In the event an employee is offered and fails to accept a reassignment or transfer to a comparable position or a formerly held position in lieu of layoff, that employee shall be deemed to have been offered and declined such work and voluntarily terminated from the classified service. An employee in such a situation shall be removed from the reemployment list regardless of seniority.
204. No name shall be carried on a reemployment list for a period longer than two (2) years and the names of persons reemployed in a permanent position within the same classification shall upon reemployment be dropped from the list. A refusal to accept two (2) offers of reemployment within the same classification shall cause the name of the person to be dropped from the reemployment list.
205. The Director of Human Resource Management shall track seniority by classification whenever there is a reclassification and person remaining in the classified service who occupied the position so reclassified. A caveat in these circumstances is that the duties must have remained essentially the same and the previously held position has not been abolished. In any event, the individual must be considered eligible to occupy the reclassified position on the basis of comparability.

Severance Pay

206. A permanent management employee who is laid off due to reduction in force shall

be entitled to severance pay in the amount of six (6) days of unused sick leave for each year of continuous service up to a maximum of thirty (30) days pay. Any such employee who is laid off and subsequently reemployed by the City shall only be entitled to receive severance pay for those work days during which the individual was not in employment status.

207. A permanent management employee who is laid off due to reduction in force shall be entitled to severance pay as follows: three (3) months salary continuation and six (6) months continuation of medical and related insurance at the level of City contribution agreed to in the Memorandum of Understanding. The City will meet with individual employees to attempt to reduce the impact of income tax liability resulting from severance payments.

Probationary Period

208. Purpose of the Probationary Period. The probationary period is a basic part of the employee selection process and shall be used for close observation of the probationary employee's work and conduct, for securing the most effective adjustment of a probationary employee to his/her position, and for rejecting any probationary employee whose performance clearly does not meet the minimum standards of work production, conduct, fitness and development which are required.
209. Permanent employees who are in a new position due to reclassification of their position, or reorganization within the City are not subject to a new probationary period. A probationary employee whose classification is reclassified during his/her probation, will continue his/her original probationary period. A new probationary period will not begin due to a reclassification or reorganization.
210. Length of Probationary Period. All appointments made from eligible lists to permanent positions shall be subject to a probationary period. With the approval of the Director of Human Resources Management and the City Manager, continuous temporary service may be counted as part of the probationary period provided that the temporary service was in the same class and the same department to which the probationary appointment is made. Such probationary period shall be six months for employees who have been promoted from one position to another in the City service; however, this period may be extended up to an additional six months when that need has been demonstrated by the supervisor in probationary performance evaluations completed in accordance with procedures set forth in paragraphs 196 through 201 of this MOU. The probationary period shall be one year for all initial appointments except that the Department Head may request that a probationary employee may be granted earned permanent status in less than one year for exceptional performance.

211. When a permanent employee is promoted to a classification in which a license or certificate of proficiency is required, the probationary period shall be one year in order to provide the appointee with ample opportunity to acquire such certification.
212. Rejection During Probationary Period. During the probationary period, any probationary employee may be rejected any time and for any reason which is not unlawful by the Department Head. Release of probationary employees is not subject to the grievance procedure.
213. Rejection of Probationary Employees Following Promotion. Any employee rejected during the probationary period following appointment to a higher classification shall be reinstated to the position from which he/she appointed unless charges are filed and he/she is discharged in the manner provided in Article XIII of the Charter and the Personnel Rules.
214. Probationary Performance Reports. It shall be the duty of each Department Head during the probationary period of each probationary employee in his/her organization to investigate thoroughly the probationary employee's adjustment, performance, and general acceptability to determine whether or not the probationary employee is fully qualified for permanent appointment. He/she shall be responsible for reports on the probationary employee's performance and conduct at the completion of every three (3) calendar months during the probationary period, or more frequently if deemed desirable by the Department Head, such reports to be reviewed with the probationary employee by the rater. The Department Head shall give a copy of the reports to the probationary employee.
215. The final probationary report on each probationary employee shall include the Department Head's recommendation to the City Manager to either retain or reject the probationary employee. Such reports shall be upon forms prescribed by and submitted to the Director of Human Resources Management.
216. Effects of Leaves of Absence on Probationary Period. The probationary period of a given employee shall be extended by the time equal to the time he/she has been on a leave of absence other than sick leave, vacation, or holiday leave during his/her probationary period. If sick leave or compensation leave exceeds 30 consecutive days, the additional days off will extend the probation period.

Resignation

217. An employee wishing to leave the Classified Service in good standing shall file

with his/her supervisor at least 14 days before leaving the service, a written resignation stating the effective date and reasons for resigning. The resignation shall be forwarded to the Director of Human Resources Management with a statement by the Department Head evaluating the services of the employee.

- 218. Once a written resignation is submitted to management, it can only be rescinded with the agreement of the City Manager; otherwise, it is automatically accepted.
- 219. Failure to comply with this section shall be entered on the employee's service record and may be cause for denying future employment with the City.

Transfer

- 220. All vacancies shall be posted on appropriate bulletin boards for at least 15 working days so that present City employees may request transfer.
- 221. Employees wishing to transfer within the City, must respond to position announcements in writing to the Human Resources Management Department.
- 222. There is a sixty (60) day "probationary period" for employees who transfer in the same class between departments. Either the employee or the City may decide that the employee should return to his/her former position and department during that probationary period.

Reassignment

- 223. A Department Head shall have the right to reassign any employee from one position to any other position in the same class in his/her department. Factors to be considered when determining respective job assignments for permanent employees will include seniority as well as training, past performance and experience. However, no employee shall be reassigned from one position to another position in the same class in a different department unless both department heads consent and the employee so requests in writing; providing that, in the best interests of the service and upon the recommendation of the Director of Human Resources Management, the City Manager may so reassign an employee whether or not he/she requests it. An employee shall be given at least ten (10) working days advance notice of a reassignment, except in event of an emergency.
- 224. If the employee to be reassigned as defined in any of the situations above and the employee so desires, the employee can request mediation between themselves and their supervisor (the person who was responsible for making the decision to reassign the employee) and the Human Resources Director. The mediation must occur within seven (7) days of the employee's request but said request must occur

during the ten (10) business day period outlined above and is not intended to be used as a mechanism to extend the ten (10) business days that an employee can be reassigned by.

225. Reassignment shall not be used to bring about promotion, demotion, advancement, reduction, or for disciplinary reasons without having an opportunity to go through the necessary appeal process, e.g., Skelly meeting and grievance.

Nepotism

226. In order to avoid real or perceived favoritism, no employee (permanent, temporary, or seasonal) may be in a direct or indirect supervisory position over a member of his/her immediate family nor may members of an immediate family report to the same supervisor. For purposes of this article, "immediate family" includes husband, wife, children, domestic partner, parents, grandparents, grandchildren, brother, or sister.
227. Where a work relationship as described in paragraph 211 exists within the City on or before June 23, 1997, the above provision will not be applied unless a problem is created by the immediate family relationship. A "problem" is the existence of a real or perceived act(s) of favoritism, unusual treatment, conflict of interest, unequal supervision, or unacceptable work behavior due to or related to the immediate family relationship which is not in the best interests of the morale, safety, health, security, or effectiveness, as determined by the City Manager.
228. In that event, the City will make every effort to remedy the situation as internal transfer opportunities occur without financial hardship to the employee(s). After every effort to remedy the situation has been made and the problem continues unabated, this provision in no way expands, diminishes, or in any way changes, alters, or modifies the existing authority of the City Manager to correct the problem.

Personnel Files

229. Employees may inspect their personnel files in the central Human Resources Management Department or their department.
230. An employee will be given a copy of any derogatory information placed in the personnel file of the central Human Resources Management Department or their department.
231. Any derogatory information placed in the department personnel file must be

placed in the central personnel file with fifteen (15) days.

Notice of Intent to Contract Out Bargaining Unit Work

232. The City will notify the Union at least forty-five (45) days in advance of any action proposed by the City to contract or subcontract work where such work is currently or customarily performed by any of the classifications represented herein. As used herein, the term "action" includes contracting with temporary agencies. Notification shall be accompanied by a list of the affected positions, if any. If the Union wishes to meet with the City over the City's proposed action, the Union will notify the City in writing within ten (10) days of receipt of the City's notice. The Union will forward a copy of its notice to the appropriate Department Head.

ARTICLE 12 GRIEVANCES AND APPEALS

Grievance Procedure

233. Definition of a Grievance. A grievance is a claimed violation, misapplication, or misinterpretation of a specific provision of this agreement or of the Personnel Rules, which adversely affects the grievant except for the following: rejection from probation; performance evaluations, any exercise or lack of exercise of Management Rights (Article 3), any complaint for which another avenue of appeal exists, and any claim of violation of law including the requirement to meet and confer under the Meyers-Milias-Brown Act. (For a definition of grievances which may go to Binding Arbitration, see Article 12, paragraphs 227-228. Any other grievances may not use the Binding Arbitration step).
234. Union as Grievant. The Union may be the grievant only when multiple grievances of the same action(s) are made by identified unit members.
235. Time Limits/Designees. All days are calendar days. The employee and/or the Union must initiate a grievance as provided in Step 1 within fourteen (14) days of the occurrence of the dispute or fourteen (14) days from such time as the employee and/or the Union could have been aware of the problem. At each step, the City representatives shall have fourteen (14) days to respond to the grievance except at Step 3 wherein the City Manager shall have a reasonable period (not to exceed 30 days) in which to respond to the grievance. The employee and/or Union shall have fourteen (14) days from receiving notice of a rejected grievance to forward the grievance to the next higher step. These time limits may be extended by mutual written agreement by the parties. Failure of the employee to respond within the specified time limits, unless such are extended, shall dismiss and nullify the grievance. Failure of the City to observe such time limits, unless such are extended, shall cause the grievance to be moved to the next higher step. Wherever

reference is made to "Department Head," "Human Resources Director," or "City Manager," such reference shall be deemed to include "or his/her designee".

236. Procedure: *Step 1*. The employee and/or the Union must present the grievance personally, in writing, to the Department Head which states: the grievant's name; the grievant's position; the date the grievance is filed; a factual account of the adverse action, including but not limited to, the names of the persons involved, the location of events, and the date and time of the adverse action; the specific Memorandum of Understanding provision or Personnel Rule violated; and the proposed remedy. This step is not intended to preclude open and frank discussions between the employee and his/her supervisor before a grievance is filed; however, the time limits will not be extended during this discussion period unless both parties agree in writing. The Department Head shall meet with the grievant and give a written answer to the grievance.
237. *Step 2*. If the grievance is not resolved at Step 1, the employee and/or the Union shall submit the grievance in writing to the Director of Human Resources. The Director of Human Resources shall meet with the grievant and/or the Union and give a written answer to the grievance. If the grievance is rejected, the Director of Human Resources shall give the grievant and/or the Union the reasons therefore in writing.
238. *Step 3*. If the grievance is not resolved at Step 2, the grievant and/or the Union may submit the grievance to the City Manager and a meeting with the City Manager may be requested with all designated parties to air the complaint. If the City Manager rejects the grievance, written notice of such rejection and the reasons therefore shall be given to the employee and/or the Union.
239. *Step 4*. Upon receipt of a written notice that the City Manager has rejected the grievance, the grievant and/or the Union shall have the right to present the matter to the Personnel Board under the Personnel Rule governing appeals and hearings or, where permitted, to present the matter to an arbitrator. See Article 12, Binding Arbitration, paragraphs 225-236.

Binding Arbitration

240. Binding arbitration is agreed to by the Union and its members with full knowledge that they are waiving their rights to a Personnel Board hearing as described in Personnel Rule XI, and in Article XIII Section 7(a) of the City Charter. Specifically, employees utilizing binding arbitration waive the right for a Personnel Board investigation, hearing, and recommendation to the City Manager.
241. Applicability. This section applies only to employees covered by this agreement

as described in Attachment A. (See Attachment B for Communications Shift Supervisors' procedure.) This procedure shall be applicable only in the following situations.

242. Disputes concerning disciplinary actions greater than five days suspension without pay, including disciplinary termination of employment, pay reductions equivalent to greater than five (5) days' pay, and demotions.
243. Disputes over the agreement concerning interpretation and/or application of specific language in grievable sections of this Memorandum of Understanding for which no other avenue of redress exists may also be grieved to arbitration. Such request for arbitration must come only from the Union. In such circumstances, an arbitrator will decide how the specific requirement, condition, or provision of the agreement will be applied.
244. Time Lines. A written request for arbitration shall be served on the Director of Human Resources Management within fourteen (14) calendar days after the City Manager has delivered to the employee his/her decision on the disciplinary matter or contract interpretation/application issue. These time lines may be waived or extended only with the mutual written consent of both parties.
245. If the above time limitations are not met, the grievant or the Union will have waived all rights to arbitration or a hearing by the Personnel Board on the proposed discipline or contract interpretation/application issue.
246. Selection of an Arbitrator. An impartial arbitrator shall be selected jointly by the City and Union. Within fourteen (14) calendar days of the request for arbitration, the moving party will request of the California State Conciliation Service a list of five arbitrators. Each party shall in turn cross off one name on the list; the first party to cross off a name shall be determined by a flip of a coin. The final name left on such list shall be the arbitrator. The arbitrator shall render a decision no later than 30 days after the arbitration hearing, unless otherwise agreed upon by the parties and the arbitrator. Such decision shall be in conformance to the terms of this Memorandum of Understanding. Copies of the decision will be furnished to both parties.
247. Decision of the Arbitrator is Binding. The decision of the arbitrator shall be final and binding on the parties and on any affected employees covered by this agreement. Said decision shall be issued in writing and made in accordance with and in conformance to, the terms of this Memorandum of Understanding.
248. Fees and Expenses. The fees and expenses of the arbitrator and of a court reporter if used, shall be shared equally by the Union and the City. Each party, however,

shall bear the cost of its own attorney's fees or other presentation costs including but not limited to preparation for the hearing and post-hearing briefs, if any.

249. Limitations on Arbitrator's Authority and Jurisdiction. No arbitrator shall entertain, hear, or decide any dispute unless such dispute involves an eligible employee in this represented unit and unless such dispute falls within the section above entitled Applicability.
250. Proposals to create, add to, or change this written agreement or addenda supplementary thereto shall not be arbitrable and no proposal to modify, amend, or terminate a negotiated agreement, nor any matter or subject arising out of or in connection with such proposal, may be referred to this process. Likewise, no grievance arising out of the exercise of the Management Rights section of this Memorandum of Understanding shall be submitted to this procedure.
251. No arbitrator shall have the power to amend or modify a negotiated agreement or addenda supplementary thereto or to establish any new terms or conditions of employment or to make any decision in violation of existing law. The arbitrators authority shall be limited only to the application and interpretation of the provisions of this written agreement. S/he shall have no authority to base any decision on any past practice or custom which is inconsistent with any provision of this agreement, or to render an award on any action occurring before the effective date or after the stated termination date of this agreement.

ARTICLE 13 NO STRIKE

252. During the term of this Memorandum of Understanding, the Union shall not engage in any strike, work stoppage, work slowdown, or job action against the City; and the City shall not engage in any lockout of unit employees.

ARTICLE 14 FULL UNDERSTANDING

253. The Parties understand that the agreements set forth herein are final. No change or modifications shall be offered, urged, or otherwise presented by the Union or the City prior to June 30, 2025. However, nothing herein shall prevent the parties to this Memorandum of Understanding from meeting and conferring and making modifications herein by mutual consent. The Parties further agree that commencing within sixty (60) days following adoption of the 2021-2025 MOU, they shall update any or all provisions of the MOU on a "meet and agree" basis to update the agreement, remove out-of-date content, improve its reading comprehension or make any other mutually agreed-upon changes to the MOU.

ARTICLE 15 RETROACTIVITY

254. All provisions of this Memorandum of Understanding are effective upon ratification by the City Council, unless specifically noted as being effective upon an earlier date.

ARTICLE 16 MISCELLANEOUS PROVISIONS

Joint Communications Team

255. In order to encourage open communications, promote harmonious labor relations, and resolve matters of mutual concern, the parties agree to create a Joint Communications Team. The Team may consider using available mediation services from the California Mediation and Conciliation Service or the Federal Mediation and Conciliation Service or other service upon which the Team members mutually agree. This team shall be exclusive to the parties to this agreement. The team shall be governed by the following principles:
256. The team will meet quarterly or more often as mutually agreed to by the parties.
257. The agenda for each meeting will be decided five working days in advance of the negotiating sessions and will not substitute for negotiations.
258. The City will release at least two members from the bargaining unit for attendance at team meetings. Additional members may be released depending on the subject matter of the agenda item and prior agreement by the team members to do so. Management will provide at least two members of the team.

Weingarten Rights

259. The Supreme Court has ruled that an employee is entitled to have a Union representative present during any investigatory interview which may result in discipline. This entitlement is referred to as an employee's Weingarten Rights.
260. The employee must request that a Union representative be called into the meeting.
261. The employee must have a reasonable belief that discipline will result from the meeting.
262. The employee has the right to know the subject of the meeting and the right to consult a Union representative prior to the meeting to get advice.
263. The Union advises an employee not to refuse to attend a meeting if a steward is

requested but denied. The Union suggests the employee attend the meeting and repeatedly insist upon the right to have a Union representative present. If this fails, the Union suggests that the employee not answer any questions and take notes.

Catastrophic Leave

264. The City's Catastrophic Leave policy is attached hereto as Attachment C.

Due Process Rights in Disciplinary Actions

265. The following is an outline of the rights typically referred to as "Skelly Rights."
266. If an employee is subject to a demotion, suspension, dismissal, or reduction in pay, the City shall provide the employee with a written notice stating the reason(s) for the disciplinary action is based, a listing of the alleged violations, a copy of any documents upon which management relied in proposing the action, a period of time between the notice and a date to respond to the charges at a disciplinary meeting with management known as a "Skelly" meeting. The employee may respond in writing or in person on that date.
267. Any employee who is subjected to a disciplinary hearing shall be entitled to have present a representative of the Union.
268. Appeals will be handled through the procedures in the City Charter or Article 12.

ARTICLE 17 SEPARABILITY OF PROVISIONS

269. In the event any provisions of this Memorandum of Understanding are declared by a Court of competent jurisdiction to be illegal or unenforceable, such finding shall not affect any other provisions of this Memorandum of Understanding, all of which other provisions shall remain in full force and effect.

ARTICLE 18 REPRESENTATION RIGHTS

Specific Limitations on Representation Rights

270. Affected Classes. The classes of Safety and Staff Development Coordinator, Personnel Analysts I and II, Personnel Assistant, Senior Personnel Analyst and Senior Administrative Analyst in the Human Resources Management Department shall be subject to the following restrictions:
271. Maximum of Four Designated. The City may, at its discretion, designate up to four members of the above classes to actively assist the City during collective

bargaining. Any individuals so designated shall be placed on "restricted status" during the period of "active" collective bargaining. Individuals may be designated to actively assist the City in the following units: (1) general employees (Local 790); (2) fire employees (Local 188 and fire management); and (3) police employees (RPOA and police management). Only one individual shall be actively assigned per unit, although one individual may be assigned to actively assist in all management negotiations. No Union member shall be actively assigned to assist the City in this unit's negotiations. If police and police management, or fire and fire management, are open simultaneously, only one of this unit's managers will be responsible for active assistance in fire or police as the case may be.

272. Definition of Active Assistance. In order to be considered "actively assisting" the City during collective bargaining, said individual must be present during collective bargaining, or have direct knowledge of strategies and planning in regards to the assigned collective bargaining. The period of "active participation" shall commence no sooner than sixty (60) days prior to the commencement of formal negotiations and shall terminate upon finalization of negotiations between the City and the bargaining unit.
273. Nature of the Restriction. Any individuals who are in "restricted status" shall be excluded from any meetings or deliberations of the Union, its officers, agents, employees or members, which cover the topics of collective bargaining. In addition, confidential information acquired from collective bargaining shall not be disclosed to the Union, its officers, agents, employees, or members by said individuals.
274. Definition of Collective Bargaining. Collective bargaining, as defined herein, applies to formal contract negotiations, mid-contract term re-opener negotiations, or other mid-contract term negotiations provided said restricted employee' is present during the negotiations, is actively assisting City negotiators or has direct knowledge of strategies and planning in regard to the assigned negotiations.
275. Grievances and Discipline (Human Resources Staff). Union members of the Human Resources Management Department will not serve as Union representatives in grievance or disciplinary actions brought by this unit's members.

Disqualification of Union Members Working as Assistant Department Heads, and Members Participating on City Bargaining Teams

276. Grievances and Discipline. Members of the Union who are employed as Assistant Department Heads shall be restricted from representing unit members in grievance or disciplinary proceedings in the Assistant Department Head's

department. In such a case, the Assistant Department Head will keep confidential from the Union representatives any knowledge which he/she has acquired in the case, except that Union representatives shall be entitled to receive any information that they normally would be entitled to receive as a result of their certification as the bargaining representative.

277. Negotiations. Members of the Union who participate in City negotiations with other units and who acquire direct knowledge of City strategies and planning in those negotiations shall keep said information confidential from the Union.

Violation of This Article

278. Should the City determine that it believes the Union, or any restricted member or Assistant Department Head, has violated this Attachment, then the City shall provide the Union with written notice of the suspected violation. If the Union believes that the City has violated any provision of this Attachment, then the Union shall provide the City with written notice of the suspected violation.
279. Any dispute arising out of the interpretation or application of this Attachment shall be subject to the "meet and confer" provisions of the Meyers-Milias-Brown Act. If the dispute is not resolved by meeting and conferring, then either party may, upon written notice to the other request outside mediation through the California State Mediation and Conciliation Service.
280. If the City suspects any member of the Union who is a "restricted member" as defined by this Attachment, or an Assistant Department Head, has violated the restrictions of this Attachment, then the City is empowered to initiate disciplinary action against the member. Resolution of any such disciplinary action shall be subject to the appeal procedures of this Memorandum of Understanding.
281. The Union hereby waives its right to challenge the restrictions imposed by this Attachment on "restricted members" and on Assistant Department Heads during the term of this Memorandum of Understanding.

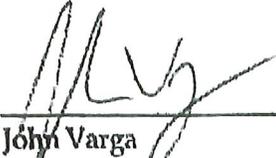
ARTICLE 19 TERM OF AGREEMENT

282. This Agreement shall become effective July 1, 2021, and shall continue in effect through June 30, 2025.

For the Union:

 9/14/21

Sean Stalbaum
Chief Negotiator
Mid-Managers Assn., IFPTE Local 21

 9/14/21

John Varga
Representative
Mid-Managers Assn., IFPTE Local 21

 10/26/21

Dee Karnes
President
Mid-Managers Assn., IFPTE Local 21

**Kymerlyn
Carson-
Thrower**

Digitally signed by Kymerlyn
Carson-Thrower
DN: cn=Kymerlyn Carson-Thrower,
o=Community Services Department,
ou, email=Kymerlyn_Carson-
Thrower@ci.richmond.ca.us, c=US
Date: 2021.10.29 11:33:21 -0700

Kymerly Carson-Thrower
Bargaining Team Member
Mid-Managers Assn., IFPTE Local 21



Alfredo Gonzalez
Bargaining Team Member
Mid-Managers Assn., IFPTE Local 21



Eva Mann
Bargaining Team Member
Mid-Managers Assn., IFPTE Local 21

For the City:



Jack Hughes
Chief Negotiator
City of Richmond



Anil Comelo
Interim Deputy City Manager
City of Richmond



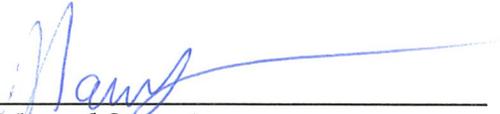
Marc Fox
Interim Human Resources Director
City of Richmond



Bruce Soublet
Senior Assistant City Attorney
City of Richmond



Craig Murray
Bargaining Team Member
Mid-Managers Assn., IFPTE Local 21



Manuel Sarracino
Bargaining Team Member
Mid-Managers Assn., IFPTE Local 21



Yvette Williams-Barr
Bargaining Team Member
Mid-Managers Assn., IFPTE Local 21

ATTACHMENT A. SALARIES AND CLASSIFICATIONS

**City of Richmond
IFPTE Local 21 General Management Employees
Monthly Payroll Schedule
Effective July 1, 2015**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Accounting Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Accounting Manager	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Administrative Librarian	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Administrative Services Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Administrative Svcs.Div.Mgr	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Art & Cultural Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Assistant Adm. Analyst	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Assistant Capital Projects Manager	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Assistant City Engineer	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Assistant Comm Dev Prog Mgr	060F	\$7,310	\$7,675	\$8,025	\$8,412	\$8,837
Assistant Director E & T	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Assistant Director Of P.W.	070C	\$10,075	\$10,580	\$11,109	\$11,664	\$12,248
Assistant Director Planning	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Assistant Harbormaster	051B	\$5,658	\$5,900	\$6,211	\$6,520	\$6,814
Assistant To The Parks Superintendent	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Assisted Housing Manager	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Associate Admin. Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Associate Civil Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Audit Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Benefits Analyst	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Budget Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Budget Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Budget Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Building Inspector Supervisor	060E	\$7,499	\$7,855	\$8,241	\$8,640	\$9,067
Building Mtce. Supervisor.	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Building Official	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Bus. Assistance Officer	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Bus. Dev. & Real Property Mgr.	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Business Analyst I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Business Analyst II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Business Systems Manager	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Cable Television Manager	055	\$6,675	\$6,970	\$7,319	\$7,685	\$8,069

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Cable Television Engineering Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Cable Television Programming Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Capital Projects Budget Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Capital Projects Manager	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
CCTV and Wireless System Specialist	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Chief Accountant	072	\$8,686	\$9,122	\$9,578	\$10,056	\$10,559
Chief Harbor Engr/Dep Port Dir	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Chief Of Housing Development	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Chief Of Planning & Operations	070A	\$8,711	\$9,145	\$9,595	\$10,042	\$10,534
Chief Of Redevelop Projects	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Chief Stationary Engineer	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Code Enforcement Manager	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Code Enforcement Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Code Enforcement Supervisor	063A	\$6,946	\$7,292	\$7,658	\$8,040	\$8,443
Comm & Econ Develpt Finance Mgr	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Comm & Econ Develpt Oper. Specialist II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Affairs Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Con.Svc Coord	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Finance Coord	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Program Mgr	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Comm. Prog. Plng. Specialist	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Comm. Services Admin Mgr	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Comm. Services Program Mgr	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Comm.& Econ. Develpt Oper. Specialist I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Communications Center Manager	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Communications Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Communications Shift Supervisor	055E	\$7,115	\$7,470	\$7,808	\$8,186	\$8,598
Construction & Maintenance Supvr.	139	\$6,322	\$6,651	\$6,979	\$7,328	\$7,694
Contract Compliance Prog Dir	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Contract Compliance Spec. I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Contract Compliance Spec. II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Coordinator of Neigh Services	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Crime Analyst	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Crime Prevention Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Custodial Maintenance Supervisor	052F	\$5,885	\$6,168	\$6,477	\$6,792	\$7,125
Custodial Supervisor	039D	\$4,778	\$4,984	\$5,174	\$5,417	\$5,649
Data Processing & Application Manager	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Deputy Budget & Financial Service Agy Dir	069H	\$9,398	\$9,868	\$10,361	\$10,879	\$11,422
Deputy Building Official	070D	\$8,978	\$9,428	\$9,893	\$10,383	\$10,890
Deputy Dir of Housing Auth	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Deputy Dir. Housing-CED	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. of Public Svcs. (City Engr.)	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532

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Deputy Dir. P.W. Oper/Mtce	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. Redevelopment -CED	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Dev & Capital Improve Prog Mgr	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Development Project Manager I	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Development Project Manager II	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Director For Business Dev.	064A	\$7,543	\$7,905	\$8,296	\$8,711	\$9,145
Economic Development Administrator.	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Economic Development Mrktg.Mgr	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Electrical Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Emergency Preparedness Assist	042F	\$5,645	\$5,903	\$6,156	\$6,418	\$6,722
Emergency Services Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Employee Benefits Anaylst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Employment Program Manager	055	\$6,638	\$6,970	\$7,319	\$7,685	\$8,069
Energy Conservation Manager	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Engineer Infrastructure Admin	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Engineering Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Environmental Manager	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Environmental Service Manager	071B	\$10,322	\$10,837	\$11,380	\$11,950	\$12,547
Equipment Services Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Equipment Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Executive Assistant to the City Manager	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Facilities Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Family Self Sufficiency Coord	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Finance Manager	064F	\$8,296	\$8,710	\$9,145	\$9,602	\$10,082
Finance Manager I	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Finance Manager II	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Financial Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Financial Services Manager	064B	\$7,518	\$7,946	\$8,375	\$8,804	\$9,231
Financial Svcs Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
GIS Administrator	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Grants Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Harbor Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Harbormaster	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Head of Reference	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Housing Asset Manager	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Housing Finance Supervisor	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Housing Mtce. Supervisor	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Housing Operations Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Housing Programs Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Housing Rehab. Code Enf.Sup	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Housing Services Supervisor	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Human Relations Officer	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880

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Human Relations Specialist	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Human Resources Manager	090A	\$11,580	\$12,157	\$12,767	\$13,405	\$14,076
Industrial Building Inspector	060G	\$8,154	\$8,563	\$8,979	\$9,419	\$9,864
Information Technology Manager	071D	\$10,020	\$10,521	\$11,049	\$11,601	\$12,183
Investment Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Law Office Supervisor	135E	\$6,068	\$6,115	\$6,621	\$6,952	\$7,300
Legal Assistant	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Library & Comm Svcs Admin. Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Library Access Svcs Manager	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Literacy Program Coordinator	046D	\$5,418	\$5,648	\$5,915	\$6,184	\$6,483
Literacy Program Manager	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Management Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Management Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Marketing Manager	064A	\$7,543	\$7,905	\$8,296	\$8,711	\$9,145
Marketing Specialist	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Microcomputer Support Spec I	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Microcomputer Support Spec. II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Neighborhood Services Liaison	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Networking & Systems Engineer	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Network and Systems Security Officer	070E	\$9,674	\$10,158	\$10,537	\$11,199	\$11,761
Networking & Systems Spec. I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Networking & Systems Spec. II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Office Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Office of Neighborhood Safety Program Manager	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Paratransit Coordinator	046E	\$5,950	\$6,229	\$6,498	\$6,800	\$7,115
Paratransit Operation Supervisor	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Parks & Landscaping Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Parks Supervisor	135E	\$6,068	\$6,115	\$6,621	\$6,952	\$7,300
Payroll Supervisor	057	\$6,861	\$7,205	\$7,565	\$7,944	\$8,340
Personnel Analyst I	043E	\$5,547	\$5,809	\$6,054	\$6,337	\$6,632
Personnel Analyst II	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Personnel Assistant	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Plan Checking Engineer	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Police Administrative Manager	070F	\$9,880	\$10,374	\$10,895	\$11,458	\$12,004
Police Records and Property Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Port Administrator	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Port Maintenance Manager	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Port Marketing/Operations Manager	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Port Traffic Manager	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Principal Personnel Analyst	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Principal Planner	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322

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Procurement Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Programmer Analyst I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Programmer Analyst II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Project Coordinator	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Property Manager	051D	\$5,792	\$6,040	\$6,357	\$6,674	\$6,977
Public Information Officer	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Public Safety Technology Supervisor	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Public Works Administrative Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Public Works Fac. Mtce Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Public Works Inspector Supvr.	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Public Works Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Public Works Streets Mtce Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Public Works Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Purchasing Manager	057	\$6,861	\$7,205	\$7,565	\$7,944	\$8,340
Recreation Supervisor	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Redevelopment Admin Svcs Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Contract Administrator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Contract Administrator II	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Redevelopment Specialist I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Redevelopment Specialist II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Specialist III	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Redev't Agency Construction Svcs. Coordr.	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Rent Program Services Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Rent Program Services Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Resident & Comm. Svcs Spec I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Resident & Comm. Svcs Spec II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Revenue Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Richmond Hsng Auth Contract Administrator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Risk Management Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Risk Manager	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Safety & Staff Dev't Coordinator	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Senior Accountant	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Administrative Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Administrative Analyst (+15%)	060F	\$7,310	\$7,675	\$8,025	\$8,412	\$8,837
Senior Assistant to the Mayor	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Budget Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Business Analyst	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Business Assistance Officer	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Senior Buyer	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Civil Engineer	064C	\$8,617	\$9,048	\$9,499	\$9,975	\$10,474
Senior Dev Project Manager	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Senior Employee Benefits Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657

**ITEM K-1
ATTACHMENT 2**

Senior Employment Program Specialist	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Senior Human Resources Administrator	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Liab. Claims Investigator/Examr.	053D	\$5,659	\$5,932	\$6,229	\$6,531	\$6,852
Senior Management Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Parks Supervisor	139D	\$6,763	\$7,111	\$7,467	\$7,839	\$8,231
Senior Personnel Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Planner	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Programmer Analyst	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Project Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Senior Property Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Senior Redevelopment Accountant	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Work.Comp.Claim Examiner	059	\$6,814	\$7,146	\$7,505	\$7,868	\$8,245
Source Control Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Staff Assistant to the City Council	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Stationary Engineer Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Superintendent of Equip & Transportation Svcs	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Supervising Housing Manager	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Supervising Office Assistant	042E	\$4,945	\$5,187	\$5,443	\$5,727	\$6,013
Sustainability Coordinator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Systems Administrator	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Technical Support Manager	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Technical System Manager	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Technology Application Specialist	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Traffic Engineer	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Treatment Plant Laboratory Supvr.	054E	\$6,957	\$7,304	\$7,660	\$8,032	\$8,412
Waste Water Maintenance Supvr.	058E	\$6,958	\$7,298	\$7,638	\$8,018	\$8,406
Waste Water Supervisor	058E	\$6,958	\$7,298	\$7,638	\$8,018	\$8,406
Waste Water/Storm Water Manager	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Web Coordinator	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Wharfinger	141D	\$6,644	\$6,977	\$7,298		
Workers' Comp/Return to Work Coordinator	059	\$6,814	\$7,146	\$7,505	\$7,868	\$8,245
Workforce Program Coordinator	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483

ATTACHMENT B

Special Provisions for Communications Shift Supervisors

Sick Leave

Sick leave shall be used in no less than four hour periods. Time off for four hours or less will not be charged to employee's sick leave.

Communications Shift Supervisors as hourly employees will charge their sick leave on their time sheets as each hour or portion of an hour is used.

Vacation Leave

Vacation leave shall be used in no less than four hour periods. Time off for four hours or less will not be charged to employees' vacation balance.

Communications Shift Supervisors as hourly employees will charge their vacation leave on their time sheets as each hour or portion of an hour is used.

Communications Shift Supervisors will bid for vacation assignments based on seniority as follows. At the beginning of each calendar year, Communications Shift Supervisors will submit written vacation requests for the entire year to the Communications Supervisor. Assignments will be based on seniority within the class of Communications Shift Supervisor and its predecessor class, Senior Communications Dispatcher.

Administrative Leave

Due to their hourly status and eligibility for overtime, Communications Shift Supervisors are not eligible for Administrative leave.

Holidays

When a holiday falls on Sunday, the Monday following shall be considered as a holiday. When a holiday falls on Saturday, the Friday preceding shall be considered as a holiday. When such holiday falls on a regular day off, the employee shall be entitled to an additional day off.

In the case of Communications Shift Supervisors if staffing does not permit an alternate day off, the employee shall receive an additional day of pay.

Communications Shift Supervisors who work more than one shift on a holiday shall only receive credit for one holiday, but shall receive time and one half for all hours worked. For purposes of determining whether hours

worked are on a holiday, a holiday is the 24 hour period of the day listed in this agreement, starting at 0000 hours and ending at 2400 hours.

Shift Differential

An employee who is regularly assigned to work five (5) or more hours between the hour of 4:00 p.m. and 12:00 midnight (swing shift) shall receive an additional five percent (5%) above his/her individual salary rate. An employee who is regularly assigned to work five (5) or more hours between the hours of 12:00 midnight and 8:00 a.m. (graveyard shift) shall receive an additional seven and one-half percent (7-1/2%) above his/her individual salary rate.

Employees working relief shifts (defined as shifts where an employee is required to change from days, swing, and graveyard on a regular basis, but not when such changes occur less frequently than once each six months) shall receive in addition to their regular compensation 7-1/2% when working graveyard, 5% when working swing, or 2-1/2% when working days.

Payment of these differentials shall be for swing or graveyard shifts actually worked except that an employee regularly assigned to a swing, graveyard or relief shift shall continue to receive the pay differential during approved leave of absence.

Shifts will generally be assigned and bid for by seniority.

Overtime

Rate of Compensation for Overtime Worked. As hourly employees, Communication Shift Supervisors who are required to work, during any one calendar week, in excess of either his/her normally scheduled work day or work week shall be compensated either by cash at the rate of one and one-half (1 1/2) times the amount of time worked as overtime, or by compensatory time off at the rate of one and one-half (1 1/2) times the amount of time worked as overtime, except where federal legislation regarding overtime compensation may preclude the exercise of this option.

Factors Which Govern Compensation for Overtime Worked. Each employee who has earned overtime compensation shall have the right to request either cash payment or compensatory time off. Employees will be allowed to accumulate up to eighty (80) hours of compensatory overtime. All accumulated overtime shall be taken upon the approval of the Department Head.

Effect of Termination on Overtime. Each employee who resigns or is otherwise terminated shall be entitled to compensation for his/her accumulated overtime of record.

All overtime work shall be subject to prior approval of the City Manager or his/her designee.

Call Back Time

An employee called back to work shall be credited with a minimum amount of three hour's time at the overtime rate. "Call back" generally shall be based upon either a proper request by an authorized person (an authorized person may include: a communications dispatcher, supervisor, or the senior staff person on duty at the Waste Water Treatment Plant) to an employee prior to the time that employee normally would leave home for reporting to duty on that work day, or a proper request to an employee after that employee has completed the normally assigned duty hours of that work day and has left his/her job with the anticipation of being off duty until the next work day. Time which is worked as overtime within the provisions of this section and which exceeds the three hours shall be compensated under the general overtime provisions. Call back time shall not be credited to any employee for time worked during the normal workday for that employee.

The Police Department may assign duties to employees called back for an entire three hour period.

Certain Exceptions and Exclusions

Each employee who works under a seasonal, limited term, part-time or intermittent appointment shall be excluded from these provisions until the total hours actually worked by such employee in a calendar week exceeds the full work week as herein defined.

ATTACHMENT C

**SUMMARY OF CATASTROPHIC LEAVE POLICY, IMPLEMENTED BY
RESOLUTION NO. 159-92**

1. In order to be eligible, an employee must be suffering from a severe illness or injury expected to incapacitate the employee for an extended period of time, or a similar illness or injury to spouse, dependent minor child, or parent. Employee has to have one year paid status and have exhausted all sick leave*, vacation, and compensatory leave. Cannot be used in conjunction with Workers' Compensation or Long Term Disability benefits.
2. Employee's Department Head must recommend leave to City Manager for his/her approval. Initial approval is for 327 hours, additional hours may be approved.
3. Other employees may donate in hourly increments from their vacation balances. In order to donate, the employee must be able to maintain at least a 37.5 hour vacation balance for him/herself.
4. Once approved, the employee's Department Head, or designee, should circulate a memo to interested parties letting them know of the need for catastrophic leave. The back side of the memo should include the form an employee donor can fill out and submit to Finance.

* impossible to exhaust all sick leave on family member, as MOUs and ordinances limit the number of hours that can be used.

ATTACHMENT D

Health and Welfare Benefits for Registered Domestic Partners

The City agrees to provide medical, dental and vision plan insurance coverage to domestic partners of City employees as defined by Cal. Family Law Code Sec. 297, and who are registered accordingly with the Secretary of State.

Per letter exchange between City
(September 23, 2005) and Union
(September 28, 2005)

ATTACHMENT E

CITYWIDE SERVICE QUALITY COMMITTEE

The parties recognize that the primary goal of the City and its employees is to provide quality and efficient public service to Richmond residents, businesses, and visitors.

Therefore, Local 21 and the City shall form a committee to work together in good faith to assess, monitor and improve service delivery for the residents of the City of Richmond. The committee will include representatives of Local 21 and SEIU, and shall be broadly representative of the various City departments, and shall be chaired by the City Manager or designee. The committee shall meet regularly, at least once per quarter, to assess how well City services are delivered and to:

- ◇ review appropriate work and performance standards
- ◇ recommend revisions to such standards
- ◇ monitor productivity of work units, and
- ◇ recommend steps for improvement in productivity and service delivery

The committee shall operate by consensus. A maximum of five representatives of Local 21 (two standing members and three subject matter experts) and five representatives of SEIU shall participate in the committee.

The committee shall issue a report on a semi-annual basis.

The City retains its prerogative to maintain and modify performance standards and individual performance

ATTACHMENT F

**Side Letter Regarding Special Provisions for Systems Administrator, Network and Systems Specialist I/II and Public Safety Technology Supervisor
(Assigned to the Police Department)**

The following provisions apply solely to employees in the classifications listed below whom are regularly assigned to the Police Department:

The City and Local 21 have agreed that the following special provisions, consecutively numbered 1-8, will apply to the classifications of Systems Administrator, Network and Systems Specialist II, Network Systems Manager and Public Safety Technology Supervisor.

Special Provisions applicable to the classifications of Systems Administrator, Network and Systems Specialist I/II and Public Safety Technology Supervisor:

Sick Leave

1. As hourly employees, employees in these classifications will charge their sick leave on their time sheets as each hour or portion of an hour is used.

Vacation Leave

2. As hourly employees, employees in these classifications will charge their vacation leave on their time sheets as each hour or portion or an hour is used.

Administrative Leave

3. Due to their hourly status and eligibility for overtime, employees in these classifications will not be eligible for Administrative Leave as described in paragraphs 152 and 153 of the Memorandum of Understanding.

Overtime

4. Rate of Compensation for Overtime Worked. As hourly employees, employees in these classifications who are required to work, during any one calendar week, in excess of either his/her normally scheduled work day or work week shall be compensated by cash at the rate of one and one-half (1 ½) times the amount of

time worked as overtime.

5. Effect of Termination on Overtime. Each employee who resigns or is otherwise terminated shall be entitled to compensation for his/her accumulated overtime of record.
6. All overtime work shall be subject to prior approval of the Chief of Police or his/her designee.

Call Back Time

7. An employee called back to work shall be credited with a minimum amount of three hours' time at the overtime rate. "Call back" generally shall be based upon either a proper request by an authorized person to an employee prior to the time that employee normally would leave home for reporting to duty on that work day, or a proper request to an employee after that employee has completed the normally assigned duty hours of that work day and has left his/her job with the anticipation of being off duty until the next work day. Time which is worked as overtime within the provisions of this section and which exceeds the three hours shall be compensated under the general overtime provisions. Call back time shall not be credited to any employee for time worked during the normal workday for that employee
8. The Police Department may assign duties to employees called back for an entire three hour period.

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City of Richmond and the IFPTE Local 21 Union –

Mid-Management Unit

2022 Classification and Compensation Meet and Confer

City Proposal Number 1 – Version 4

Date: May 9, 2023

Subjects: Classification and Compensation Study Implementation

TAJWH
5-12-23

Proposal

The City proposes to implement the 2021 Segal Classification and Compensation Study for all represented classifications via the below side letter to the Parties' current MOU. The City further proposes to address the Union's interest for an across-the-board minimum increase for employees by adding a base wage increase for all bargaining unit members in the amount of 4.0% effective July 1, 2023.

MOU Side Letter Language

The City of Richmond ("City") and IFPTE Local 21 Mid-Management Unit ("Union") (collectively, "the Parties") have met and conferred in good faith pursuant to California law and Article 7 of the Parties' 2021 - 2025 Memorandum of Understanding concerning implementation of the 2021 Segal Classification and Compensation Study ("Study"). The Parties hereby agree as follows:

1. The Parties approve the IFPTE Local 21 Mid-Management Unit Salary Adjustments from the Segal Classification and Compensation Study Final Report dated June 2021. (Attachment A.)
2. The Parties approve the IFPTE Local 21 Mid-Management Unit Job Description updates from the Segal Classification and Compensation Study Final Report dated June 2021 as amended by the Parties. (Attachment B.)
3. The equity adjustments will be implemented the first full pay period following City Personnel Board adoption of the job description changes. The City will recommend adoption of this side letter including Attachments A & B to the City Council. The City will also recommend approval of the Job Description changes to the Personnel Board.
4. The Parties shall conduct bi-weekly video conferences to review the City's progress implementing the Segal Classification and Compensation Study for the Mid-Management Unit until the Personnel Board has completed the process of adopting the updated job descriptions.

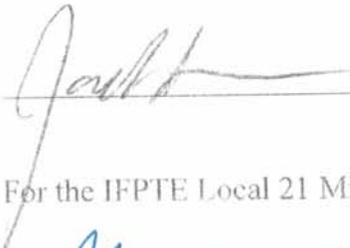
The City will implement the Compensation Study by placing employees in the proposed grade for their job classification as stated in Attachment A. Job classifications receiving an equity adjustment will be placed in the range reflecting the value of the equity adjustment recommendation by Segal. Job classifications that do not receive an equity adjustment will remain in their current salary range. Individual employees will be placed at a step within their salary range that is most similar to their current range that does not cause a reduction in base wage.

Base Wage Increase

The City will increase base wages for all classifications in the Mid-Management Unit in the amount of 4.0% effective the pay period which includes July 1, 2023. The 4.0% base wage increase is separate from the agreed upon equity adjustments for the Mid-Management Unit.

The Parties will not further amend their current Memorandum of Understanding as a result of this Agreement. This Agreement embodies all items agreed upon by and between the Parties regarding the Study as addressed above.

For the City:

 May 12, 2023

For the IFPTE Local 21 Mid-Management Unit:

 5/15/23

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Memorandum of Understanding

between the

City of Richmond



and the

I.F.P.T.E Local 21
Executive Management



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MEMORANDUM OF UNDERSTANDING
between the
CITY OF RICHMOND
and the
International Federation of Professional and Technical Employees, Local 21, AFL-CIO,
Executive Management
2021-2025

PREAMBLE

This AGREEMENT (hereinafter "Agreement") entered into by the City of Richmond (hereinafter "City") and Professional and Technical Engineers, Local 21 (AFL-CIO) (hereinafter "Union") has as its purpose the harmonious labor relations between the City and the Union; establishment of an equitable and peaceful procedure for the resolutions of differences; and the establishment of rates of pay, hours of work, and other conditions of employment.

Representatives of the City and the Union have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment, have freely exchanged information, opinions, and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

The legal relationship between the City and the Union is governed by the Meyers-Milias-Brown Act (California Government Code sections 3500, et seq.), the City's Charter, the City's Employer-Employee Relations Resolution, the City's Personnel Rules, and this Agreement. Whenever this Agreement contains a provision relating to a subject matter which is also referred to in the Charter, Employer-Employee Relations Resolution, Personnel Rules or any other City ordinance, policy or regulations, the provisions of this Agreement shall prevail.

The term "Agreement" as used herein means the written agreement provided under Government Code Section 3505.1.

SECTION 1 – RECOGNITION

The City recognizes the Union as the recognized employee organization for full and part-time employees, in the following unit as specified in Attachment A:

Executive Management

The following employees are excluded from the unit: 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.

SECTION 2 – MANAGEMENT RIGHTS AND RESPONSIBILITIES

The City retains, solely and exclusively, all the rights, powers and authority exercised or held prior to the execution of this Agreement, except as expressly limited by a specific provision of this Agreement. These rights include but are not limited to: manage and direct the City's business and personnel; manage, control and determine the mission of its departments, building facilities, and operations; assign, repair, inspect, and retrieve City property and leased space; create, change, combine or abolish jobs, policies, departments and facilities in whole or in part; direct the work force; increase or decrease the work force and determine the number of employees needed; hire, transfer, promote, and maintain the discipline and efficiency of its employees; establish work standards, schedules of Operation and

reasonable work load; and adopt rules of conduct (including acceptable dress standards as needed).

SECTION 3 – UNION RIGHTS

3.1 Stewards

The Union may designate up to four (4) bargaining unit members as its stewards for the purpose of assisting the Union and bargaining unit members in the resolution of grievances arising over the interpretation of the terms of this Memorandum of Understanding and/or rules, policies, and ordinances within the scope of bargaining regulating wages, hours and working conditions.

The Union shall annually, in January, provide a list of stewards to the Director of Human Resources. The Union shall inform the Director of Human Resources in writing of any additions or deletions of individual stewards within thirty (30) days of such a change.

3.2 Stewards' Release Time

The City shall afford said stewards reasonable time off during working hours without loss of compensation or other benefits when meeting with City representatives regarding grievances and potential grievances arising over the interpretation of rules, policies and ordinances regulating wages, hours and working conditions. Stewards shall arrange with each steward's department director or designee in advance to schedule a reasonable amount of time to perform said duties and shall not interfere with the performance of City services.

3.3 Bargaining Team

The Union may designate up to four (4) bargaining team members to meet and confer with the City's representatives on matters within the scope of representation.

3.4 Bulletin Boards

The Union shall have the right to have bulletin board space designated exclusively for its use.

3.5 Names and Classes of Represented Employees

During the term of this Agreement and as may be periodically requested by the Union, within thirty (30) days of hire, promotion or separation, the City shall provide the Union with a list of all newly hired, promoted, or separated employees covered by this Agreement and once each quarter (July, October, January, April) thereafter during the term of this Agreement. Such lists, culled from the City's payroll system, shall include the employee's:

- Name
- Date of hire, promotion, or separation
- Home address
- Home and/or cell telephone number, to the extent the City has that information
- Personal email address, to the extent the City has that information
- Work department
- Classification
- Work phone number
- Work email address

3.6 Work Access

Authorized Union representatives shall have reasonable access to bargaining unit members in City offices for transmittal of information or for representation purposes provided the work of City employees and services to the public are unimpaired.

The Union shall give the City a written list of Union representatives and shall keep such list current.

3.7 New Employee Orientations

A. The City agrees that each newly hired employee into the bargaining unit, within the first thirty (30) days of employment, shall participate in an in-person orientation meeting as part of the New Employee Orientation.

B. Union Representatives shall be provided an opportunity to present to employees at the New Employee Orientation, for thirty (30) minutes. Employees will not suffer a loss in compensation for such time when the Union is presenting to the employee.

The City shall grant release time for up to two (2) Union Employee Representatives, which shall include reasonable time for travel and set up, without loss of compensation, to present at the New Employee Orientation or presentation described in section C below. The Union shall provide the name(s) of the Union Employee Representative(s) who are requested for release time for the Union's presentation at New Employee Orientation to the City at least forty-eight (48) hours prior to the scheduled New Employee Orientation.

C. A newly hired employee who does not attend the New Employee Orientation will be scheduled for a subsequent New Employee Orientation. To the extent such employees for any reason do not attend, within thirty (30) days of beginning work, the Union shall have the option to schedule a thirty (30) minute presentation on paid City time with the employee.

D. The City shall advise the Union of the dates and times of New Employee Orientations at which employees covered by this Agreement will be in attendance. Such notice shall be provided at the earliest opportunity but not later than ten (10) days before the scheduled orientation. The City shall email the Union at least forty-eight (48) hours in advance of the New Employee Orientation a list of registered participants represented under this Agreement. Employees not on the list and who show up for New Employee Orientation may be denied entrance by Human Resources to that particular New Employee Orientation meeting.

E. The Union agrees to stay within its designated time period and will not cause a delay to the New Employee Orientation agenda. For example, if the Union Representative(s) are scheduled to present from 9:00 a.m. – 9:30 a.m., and they arrive at 9:20 a.m., the Union Representative(s) shall have from 9:20 a.m. – 9:30 a.m. to present. If the Union Representative(s) arrive at 9:35 a.m., they have waived their opportunity to present to the group and no additional time or rescheduling will be afforded. If the Union's start time is delayed it shall not reduce the Union's time to present. However, if the Union Representative(s) are unable to make the scheduled time, the City agrees to make Union-provided information available to newly hired employees, as long as no information pertaining to either local or partisan elections is included in the Union-provided information.

F. The City will provide the Union an environment for the Union's presentation that is reasonably free from distractions. If multiple unions attend the New Employee Orientation, each union will meet with employees of the bargaining groups at the same time. Separate meeting rooms may be provided but are not guaranteed; however, groups will be divided into "break out" sessions in the same room and/or close proximity to the room scheduled for New Employee Orientation.

G. The City will not observe or disturb the Union presentation.

H. The parties mutually agree to not disparage the other party or and/or its governing board(s)

(e.g., City Council, Richmond Housing Authority) (e.g., union executive committee, business agents), its supervisors or management during New Employee Orientations.

SECTION 4 – DISCRIMINATION PROHIBITED

There will be no discrimination against any employee because of race, color, age, physical or mental disability, religion, creed, sex, sexual orientation, national origin, lawful activities on behalf of the Union, lawful social activities not affecting or related to work performance, or for any other reason prohibited by law. Filing a discrimination, harassment, or retaliation complaint containing one or more of the same allegations with state and/or federal agencies shall terminate any grievance process provided for in this memorandum of understanding.

SECTION 5 – UNION DUES

5.1 Union Dues Deductions

Upon certification by the Union that an employee has signed a deduction authorization, the Employer will deduct the appropriate dues or fees from the employee's pay, as established and as may be changed from time to time by the Union, and remit such dues or fees to the Union, rather than the Employer. Deductions will continue unless the employee mails a written revocation to the Union in accordance with the terms of the authorization form, or absent any such terms, by mailing a written revocation to the Union that is postmarked during the thirty (30)-day period immediately prior to the annual anniversary date on which the employee signed the authorization form.

- A. It shall be the sole responsibility of the Union to procure and enforce payroll deductions of dues.
- B. Dues deductions shall not be retroactive.
- C. The City will not deduct any Union fines, penalties, or special assessments from the pay of any employees.
- D. Member request to change or cancel deductions must be made to the Union and not to the City. The City shall not resolve disputes between the Union and represented employees concerning Union Membership or deductions. The City shall direct member requests to cancel or change deductions to the Union and shall rely on information provided by the Union regarding whether deductions for a member were properly canceled or changed. The City will cease deductions at the end of the pay period following notification from the Union to the City to cease deductions, or at a later date as specified by the Union to coincide with the end of a pay period.
- E. The employee's earnings must be sufficient after all other legal and required deductions and any employee voluntary deductions are made to cover the amount of the Union Dues. When the employee's earnings are insufficient (whether employee was in a full, partial, or unpaid status), no Union Dues will be deducted during that pay period.
- F. In order to protect bargaining unit employees from harassment or invasion of privacy, the City shall promptly notify the Union of any third-party requests for contact, biographical and/or demographic information about the bargaining unit employees. The City shall promptly provide the Union a copy of the request and any materials submitted with the request.

5.2 Indemnification

The Union shall indemnify and save harmless the City, its officers, and employees from and against any and all loss, damages, costs, expenses, claims, attorney's fees, demands, actions, suits and judgments and other proceedings arising out of any collection of said union dues described above.

SECTION 6 – SALARIES

6.1 Salary Ranges

Current monthly salary ranges (as of June 30, 2021) for classifications represented by the Union are listed in Attachment B.

Each employee, as of the 2021 date this collective bargaining agreement is adopted, shall receive a lump sum payment in the amount of \$3,800.00 (pro rata for benefited part time employees) minus applicable payroll deductions. The Parties do not intend for this lump sum payment to be CalPERS compensable wages. The lump sum payment will be paid to employees on a check separate from the employee's bi-weekly paycheck. The City shall issue the lump sum payment checks within the first two pay periods after this City Council adopts this Memorandum of Understanding.

Effective the pay period including January 1, 2023, the City shall increase the monthly pay rate for represented classifications and all employees in the bargaining unit (excluding any employee covered under a Y-Rate pay arrangement) by 5.0% of the monthly pay rate in effect before such increase takes effect.

Effective the pay period including January 1, 2024, the City shall increase the monthly pay rate for represented classifications and all employees in the bargaining unit (excluding any employee covered under a Y-Rate pay arrangement) by 4.0% of the monthly pay rate in effect before such increase takes effect.

Effect the pay period including January 1, 2025, the City shall increase the monthly pay rate for represented classifications and all employees in the bargaining unit (excluding any employee covered under a Y-Rate pay arrangement) by 4.0% of the monthly pay rate in effect before such increase takes effect.

During the term of the MOU, the Parties shall reopen labor negotiations concerning base wage increases (no decreases) after the City receives a finalized classification and compensation study from The Segal Group, Inc.

6.2 Pay for New Employees

The department director/appointment authority may authorize that a particular position is filled up to the mid-point of the salary range. Requests for appointments above the mid-point must be pre-approved by the City Manager.

6.3 Salary Upon Reemployment

A former employee at the time of separation who is re-appointed within two (2) years in the same class or in a lower class in the same series may, upon the request of the department director and with approval of the Director of Human Resources be appointed at the same monthly pay rate as occupied immediately prior to separation.

An employee who voluntarily separates and (a) is subsequently re-appointed in the same department in a represented classification, (b) begins work not more than one hundred eighty

(180) days from the last day the employee actually worked for the City, and (c) either did not withdraw from CalPERS or “bought back” CalPERS service credit shall, upon approval of the Director of Human Resources, have continuous service credit for purposes of vacation. Restored prior service shall apply toward seniority for other purposes.

6.4 Merit Increases within Range

- A. Merit increases shall not be automatic but shall be based on performance and granted upon the recommendation of the employee’s department director and subsequent approval of the City Manager.
- B. An employee in a part-time position shall be treated identically to an employee in a full-time position except that merit increases shall be granted in the same proportion of hours of work related to the hours of work of a full-time position.
- C. The merit increase eligibility date for all employees hired/promoted into classifications within this unit shall be the first day of the pay period following completion of 24 full pay periods. If the first day of a pay period is a City holiday and the employee begins work on the workday immediately following the City holiday, then that period shall count towards the completion of the requisite number of full pay periods worked.

Other than military leave or workers’ compensation leave, an absence from work without pay, exceeding seven (7) calendar days in a pay period shall defer a merit increase eligibility date by an amount equal to the number of pay periods during which the employee was absent from work without pay.

- D. Advancement within the pay range is not automatic for merely completing a specific period of service but rather based on merit as documented on a performance evaluation form.

The merit increase shall be a minimum of one percent (1%), not to exceed five percent (5%). A performance evaluation must be submitted annually within four (4) pay periods following the employee’s performance evaluation eligibility date. If the manager/department director fails to render a performance evaluation within the specific timeframe, then the employee’s overall performance shall be assumed to be satisfactory, and the employee shall receive a pay increase of five percent (5%) effective on the scheduled date. (See paragraph H.)

- E. An overall rating of unacceptable or improvement needed requires a performance re-evaluation no later than four (4) pay periods following the scheduled merit increase eligibility date. If the employee shows no improvement, or improvement does not demonstrate satisfactory performance, the employee’s merit increase shall be denied, in writing. An employee’s merit increase eligibility date shall not be changed by any denial.
- F. If, in the manager’s/department director’s judgment, the employee’s performance does not merit a pay increase on the merit increase eligibility date, and a deferment of a decision accompanied by an effort at improved performance might be productive, the manager/department director shall complete the performance evaluation and defer a decision regarding the merit increase. A merit increase decision may be deferred for any number of pay periods, not to exceed twelve (12). A merit increase may be deferred only once for each merit increase eligibility date evaluation period. A manager/department director may reopen the matter by submitting another merit rating. An employee’s merit increase eligibility date shall not be changed by any deferment.
- G. The City Manager may authorize a merit increase, at the City Manager’s sole discretion, which

is in addition to any merit increase specified above and/or which is greater than the merit increase values expressed above.

- H. The salary adjustment may not result in an individual exceeding the maximum salary of the established salary range for his/her classification.

6.5 Salary Upon Promotion

Whenever an employee is promoted to a higher class, they shall be entitled to receive in the new position the nearest higher monthly salary range which attaches to the higher class and is at least five percent (5%) higher than his/her previous salary and shall not exceed the established maximum pay rate of the promoted classification. An appointing authority, with prior written approval of the City Manager, may approve a promotion salary greater than five percent (5%) (not to exceed the established maximum pay rate of the promoted classification).

6.6 Pay Upon Transfer

When an employee is transferred from one class and department to another department in the same class, the salary and merit increase eligibility date shall not change.

6.7 Pay Upon Demotion

When an employee is demoted for reasons of unsatisfactory performance, the employee's pay rate shall be reduced to the maximum pay rate of the new class, by five percent (5%) if the new class does not have pay range steps, or to the pay range step that provides a five percent (5%) reduction in pay, whichever of these provides the lower pay rate. A demotion should occur as of the beginning of a pay period. The merit increase eligibility date shall be based on the beginning of the pay period corresponding with the employee's demotion.

When an employee is demoted as an accommodation for ADA purposes, the employee's pay in the new class shall be the lesser of the maximum pay rate of the new class, the employee's current pay rate if the new class does not have pay range steps, or to the pay range step that is closest to (but not exceed) the employee's current pay rate. The merit increase eligibility date to which the employee had prior to the demotion shall be retained.

6.8 Pay Upon Reclassification

The pay of an employee in a reclassified position shall be determined as follows:

- A. If the position is reclassified to a class with the same pay range, the salary and merit increase eligibility date will not change.
- B. If the position is reclassified to a class with a higher pay range, reclassification shall be considered a promotion.
- C. If the position is reclassified to a class with a lower pay range, the pay shall be determined as follows:
 - 1) If the pay of the employee is the same or less than the maximum of the new class, the salary and merit increase eligibility date shall not change.
 - 2) If the pay of the employee is greater than the maximum pay of the new classification, the salary shall be designated as a Y-Rate and shall not change during continuous regular service (i.e., not a temporary employee) until the maximum of the new classification exceeds the pay of the employee. or until the period of time indicated in the schedule below has elapsed, whichever is sooner. If, at the end of the calendar period indicated

below, the pay still exceeds the maximum of the new pay range for the new classification, the pay shall be reduced to the maximum pay for the new class.

<u>Years of continuous regular service</u>	<u>Effective date of pay change:</u>
Less than 5 years	2 years from date of reclassification
5 but less than 10 years	3 years from date of reclassification
10 but less than 15 years	4 years from date of reclassification
15 but less than 20 years	5 years from date of reclassification
20 but less than 25 years	6 years from date of reclassification
25 or more years	7 years from date of reclassification

6.9 Bilingual Pay

Employees hired after the effective date of this agreement 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. Employees currently in positions certified by the Human Resources Department as bilingual in Spanish and other City approved languages shall continue to receive a two percent (2%) per month bilingual compensation; however, said amount shall be amended to two hundred dollars (\$200) per month effective January 1, 2023.

6.10 Acting Pay

A. The department director must obtain official written approval through normal procedures, including a Personnel Action Form, when the department director intends to have a subordinate employee work temporarily in a higher paid classification. The department director must ensure that the employee who is to temporarily relieve in a higher paid classification must assume all or substantially all of the duties and responsibilities of the higher paid classification and fulfill those duties for a period of fourteen calendar days before the department director attempts to obtain approval for such appointment. Upon completion of the fourteen calendar days of an Executive Management Unit employee assuming substantially 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, retroactively to the first day of acting in the higher position, not to exceed the maximum established pay rate. 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. Such assignments shall be for a specific period of time, as indicated on the Personnel Action Form but not to exceed one year. Prior to an acting assignment reaching one year the Director of Human Resources will review the need for the position and determine whether an examination should be conducted to permanently fill the position, or the acting appointment should be terminated.

The department director shall not request approval of the appointment for temporary work in a higher paid classification if the subordinate employee will have some, but less than substantially all, of the duties and responsibilities of the higher paid classification. An employee who is properly appointed in accordance with the provisions of this section to work temporarily in a higher paid classification shall receive the proper job title and differential during only the period of time that the subordinate employee has all or substantially all of the duties and responsibilities of the higher paid classification.

- B. City Manager's Authority to Appoint In Acting Capacity: If a vacancy occurs in a department director, an assistant department director, or a similar administrative position, the City Manager may appoint a person meeting the minimum qualifications for the class, as determined by the Director of Human Resources, to a position in such a class in an acting capacity, with such appointment to be designated "Acting" followed by the appropriate class title.
- C. Generally, an employee who is relieving a department director, an assistant department director, or a similar administrative employee, when the relieving employee is paid salary commensurate with his/her duties and his/her position description includes acting as department director, shall not be promoted temporarily to the higher paid classification in the same division or department. However, the City Manager, in his/her discretion, may approve such an appointment for temporary promotion at or near the beginning of relief, provided that the City Manager is satisfied that these two conditions are met: (1) the absence of the employee in the higher paid classification appears to be protracted, i.e., of 30 days or more duration and for purposes other than vacation leave; and (2) the supervisor or administrator shall assume all or substantially all of the duties and responsibilities of the higher paid classification.

6.11 Changes in Salary Allocation

If a class is reassigned to a different pay range, the employee's pay and merit increase eligibility date shall remain unchanged, except when:

- The employee's pay is less than the minimum of the new pay range, in which case the employee shall receive the minimum of the new pay range and the merit increase eligibility date shall be amended to 24 full pay periods following this pay adjustment.
- The employee's pay is greater than the maximum of the new pay range, in which case the employee shall receive the maximum of the new pay range and receive "Y-Rate" pay as provided in **Section 6.8**, Pay Upon Reclassification, paragraph C2.

SECTION 7 – INDIRECT PAY AND ALLOWANCES

7.1 Definition of Registered Domestic Partner

For purposes of this Article, when referred to herein the term "Registered Domestic Partner" shall mean a person who meets the criteria specified in Section 297 of the Family Code of the State of California and who is duly registered as such by the California Secretary of State's Office.

7.2 Medical Insurance

- A. The City contracts with the California Public Employees Retirement System (CalPERS) to provide medical insurance under the Public Employees' Medical and Hospital Care Act ("PEMHCA" or "PERS Health") for all active employees, retirees, and eligible survivors (including those in the City of Richmond General Pension Fund) of retirees. Eligibility of retirees and survivors of retirees to participate in this program shall be in accordance with the regulations promulgated by PERS. Unless prohibited by CalPERS or by law, the health plan coverage described herein shall apply to persons retired.
- B. The City's monthly contribution to provide PEMHCA health insurance benefits for the individual employee and the employee's eligible dependents shall be the Minimum Employer Contribution ("MEC") established by PEMHCA, for which CalPERS adjusts.

- C. Employees may make changes to their enrolled dependents and/or health plan selection as permitted by CalPERS.

7.3 Cafeteria Plan

For full-time employees, the City's monthly contribution toward the Cafeteria Plan shall be set at one hundred percent (100%) of the monthly premium of the PEMHCA Region 1 Kaiser Permanente family rate (employee plus two or more dependents) minus the PEMHCA MEC for those enrolling with employee plus two or more dependents. A full-time employee enrolling in coverage for employee plus one dependent shall be set at one hundred percent (100%) of the PEMHCA Region 1 Kaiser Permanente employee+1 rate minus the PEMHCA MEC. A full-time employee enrolling in employee only coverage shall be set at one hundred percent (100%) of the PEMHCA Region 1 Kaiser Permanente employee only rate minus the PEMHCA MEC.¹

For part-time employees, the City's monthly contribution toward the Cafeteria Plan shall receive a prorated amount of the total sum of the PEMHCA MEC and the cafeteria plan of the full-time employee contribution in proportion to the relationship their basic workweek bears to thirty-seven and one-half hours. That total amount shall first be allocated to the PEMHCA MEC, and any remaining employer contribution shall then be allocated to the cafeteria plan.²

The City's Cafeteria Plan contribution can be used toward PEMHCA medical insurance only. Any unused (unspent) Cafeteria Plan contributions are not retained by the employee.

An employee who waives health insurance because the employee demonstrates to the City that she/he/they has alternate health insurance coverage which is Patient Protection and Affordable Care Act compliant group health insurance shall receive one hundred fifty dollars (\$150.00) per month for employee-only health insurance coverage or two hundred dollars (\$200.00) per month for employee plus one or more dependents health insurance coverage.

An employee whose Health Insurance plus Cafeteria Plan contribution is insufficient to fully pay the employee's selected health insurance plan's premium shall have the remaining health insurance premium deducted from their pay on a pre-tax basis. The employee though may direct the Director of Finance, through a form designated by the Director of Finance, to have said remaining health insurance premium deducted on an after-tax basis.

7.4 Health Care Reimbursement Account

During an annual open enrollment period (normally October or November), an employee may elect to enter into a pay reduction agreement with the City whereby the City will direct the amount of the pay reduction on a pre-tax basis into the employee's Health Care Reimbursement Account ("HCRA"). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the City's Plan Document. The employee will forfeit all unused funds remaining in their HCRA at the end of the plan year or at

¹ In 2021 the PEMHCA Region 1 Kaiser Permanente family rate is \$2,115.46. For 2021, CalPERS has set the MEC at \$143.00. As an illustrative employee+2 or more dependents example, the City's contribution toward **Section 7.2**, Medical Insurance, will be \$143.00 per month and the City's contribution toward **Section 7.3**, Cafeteria Plan, will be \$1,972.46. Together, using both **Section 7.2** and **Section 7.3**, the employee who enrolls in family coverage will have the City's 100% contribution toward PEMHCA Region 1 Kaiser Permanente family health insurance.

² As an illustrative example, the part-time employee is fifty percent (50%) FTE, and would then receive 50% of the Region 1 Kaiser Permanente family rate (for 2021, 50% of \$2,115.46, or \$1,057.73). Of this value, \$143.00 is allocated to **Section 7.2**, Medical Insurance and \$914.73 is allocated to **Section 7.3**, Cafeteria Plan.

the end of the grace period, if any, allowed under the City's Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his/her/their HCRA to obtain reimbursement for otherwise unreimbursed eligible medical expenses.

7.5 Dependent Care Reimbursement Account

During an annual open enrollment period (normally October or November), an employee may elect to enter into a pay reduction agreement whereby the City will direct the amount of the pay reduction on a pre-tax basis into the employee's Dependent Care Reimbursement Account ("DCRA"). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the City's Plan Document. The employee will forfeit all unused funds in their DCRA at the end of the plan year or at the end of the grace period, if any, allowed under the City's Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his/her/their DCRA to obtain reimbursement of eligible dependent care expenses.

7.6 Internal Revenue Code Section 132 Plan

During an annual open enrollment period (normally October or November), an employee may elect to enter into a payroll reduction agreement whereby the City will direct the amount of the pay reduction on a pre-tax basis into the employee's Internal Revenue Code Section 132 transportation plan benefit. An employee may participate in the parking expenses benefit plan and/or the transit expenses benefit plan. The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the City's Plan Document. The employee will forfeit all unused funds in his/her/their Section 132 Plan at the end of the plan year or at the end of the grace period, if any, allowed under the City's Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his/her/their Section 132 Plan to obtain reimbursement of eligible transportation care expenses.

7.7 Employee's Contribution Toward Health Insurance and to Other Post-Employment Retirement Benefits

- A. In addition to any employee contribution toward the employee's share of health insurance (see **Section 7.2** – Health Insurance and **Section 7.3** - Cafeteria Plan), an employee will contribute one hundred twenty-five dollars (\$125.00) per month toward the employee's health insurance which will be deducted from the employee's pay on a pre-tax basis. The employee, though, may direct the Director of Finance, through a form designated by the Director of Finance, to have said amount deducted on an after-tax basis. Effective for payroll covering the first of the month following adoption of the MOU, the employee's contribution shall be amended from one hundred twenty-five dollars (\$125.00) per month to fifty dollars (\$50.00) per month
- B. The employee, excluding fire safety management and police safety management, will also contribute toward the City's Other Post-Employment Benefits Plan by contributing one hundred dollars (\$100.00) per month, and will be deducted from the employee's pay on an after-tax basis. Effective the first full pay period following City Council adoption of the MOU, employees', excluding fire safety management and police safety management, retiree medical benefit pre-funding trust contribution is amended from one hundred dollars (\$100.00) per month and shall be determined by the second-step annual base wage from their

current job classification. The contribution amounts are as follows:

- Employees in job classifications with annual second-step base wages in the amount of \$60,000 or less shall pay \$50.00 per month.
- Employees in job classifications with annual base wages falling within the range of \$60,001 and \$80,000 shall pay \$75.00 per month.
- Employees in job classifications with annual second-step base wages in the amount of \$80,001 or more shall pay \$100.00 per month.
- Part-time employees in the bargaining unit shall make monthly retiree medical benefit pre-funding trust contributions on a pro-rata basis. As an example, this means that a part-time employee in a job classification with a second step making less than \$60,000 per year who works a three-quarters time schedule (28.125 hours per week) would pay \$37.50 per month to the trust.

Fire safety management employees shall contribute four hundred dollars (\$400) toward the City's Other Post-Employment Benefits Plan.

Police safety management employees shall contribute five hundred twenty-five dollars (\$525) toward the City's Other Post-Employment Benefits Plan.

7.8 Retiree Medical Insurance

All employees who have concurrently retired from the City and from CalPERS may participate in PEMHCA at their own expense. The City's contribution toward the retiree's medical insurance shall be the MEC amount as established by CalPERS.

7.9 City's Supplemental Retiree Health Insurance Contribution to Retirees

A. In addition to the City's contribution toward retiree medical insurance (**Section 7.8**), excluding police safety and excluding fire safety retirees, the City will also reimburse an employee who concurrently retired from the City and from CalPERS and who participates in PEMHCA retiree medical insurance based on the Retiree Medical Benefit Eligibility schedule (below) ("an eligible retiree"). The eligible retiree shall be reimbursed four hundred thirty-five dollars (\$435.00) per month for retiree only health insurance or five hundred sixty-seven dollars (\$567.00) per month for retiree plus one or more dependents; provided, however, that neither the retiree nor any participating dependents are eligible for Medicare benefits. Retirees may add new dependents during retirement, but the City will not increase its reimbursement to contribute towards the premiums for these new dependents.

- 1) When a retiree or surviving dependent becomes eligible for Medicare benefits, the monthly reimbursement shall be reduced to the amount deducted from the pension check for supplemental medical insurance and shall be no more than the reimbursement for which they are eligible described above. The City will not cover any Medicare costs.
- 2) Retirees may receive the reimbursement for which they are eligible described above for a non-PERS health plan if 1) the retiree resides in a non-covered CalPERS medical area, 2) the non-PERS health plan is selected at the same time that an employee drops a CalPERS health plan and 3) the retiree submits monthly proof of payment for the premium. Once such a selection is made, the retiree may opt back into a CalPERS health plan, but the City will not reimburse the retiree for any portion of the premium.
- 3) Retiree Medical Benefit Eligibility: To be eligible for the reimbursement described on

Section 7.9, paragraph A, the retiree must (1) retire within 120 days of separation from the City payroll, (2) be enrolled in a CalPERS medical plan offered by the City at the time of separation and thereafter, and (3) meet the following service and age requirements:

Age	55+	54	53	52	51	50
Full-Time Years of Service	10	12	14	16	18	20

Employees who retire in a CalPERS approved disability and have 10 years of service with the City shall also be eligible for City reimbursement towards medical benefits as described in **Section 7.9, paragraph A**.

- 4) Retirees shall be responsible for notifying the City of their eligibility for Medicare, or single, two party, or three-party status, within 30 days of such eligibility. If such status is not reported, the retiree shall be liable for refunding excess amounts received to the City.

B. Retiree Medical for Fire Executive Management:

- 1) The City will reimburse retiree medical premiums for employees retiring on or after July 1, 2006, based on the following chart, and not to exceed 100% of the Kaiser Permanente Region 1 for the applicable coverage:

Full-Time Years of Service	25+	15-24	10-14
Premium*	100%	90%	80%

*Percentage of the Kaiser Permanente Region 1 rate for the applicable coverage for single, double, or more than two dependents.

- 2) Retirees shall be responsible for notifying the City of their eligibility for Medicare, or single, two party, or three-party status, within 30 days of such eligibility. If such status is not reported, the retiree shall be liable for refunding excess amounts received to the City.
- 3) To be eligible for the benefits of this section, the retirees must retire (1) on or after August 1, 1988, and (2) retire within 120 days of separation from the City payroll, and (3) be enrolled in a PERS medical plan offered by the City at the time of separation and thereafter, and (4) be at least 35 years of age with a minimum of 15 years City service.
- 4) The payment for retirees set forth above shall be made monthly from the date of retirement until the retiree ceases to participate in the PERS medical program. If in the case of Medicare eligible, the retiree changes the number of dependents, the amount shall be reduced accordingly.
- 5) If a retiree qualifying for the benefits above is survived by a spouse who qualified as an annuitant (i.e., is continuing to receive a pension from the City), said surviving spouse shall receive all the benefits described above and is subject to the same administrative procedures.
- 6) Retirees shall be responsible for notifying the City of their eligibility for Medicare, or single, two party, or three-party status, within 30 days of such eligibility. If such status is not reported, the retiree shall be liable for refunding excess amounts received to the City.

C. Retiree Medical for Police Executive Management

- 1) The City will reimburse retiree medical premiums for employees retiring on or after

**ITEM K-1
ATTACHMENT 2**

January 1, 2007, based on the following chart, and not to exceed 100% of the Kaiser Permanente Region 1 for the applicable coverage:

Full-Time Years of Service	25+	20-24	<20
Premium*	100%	75%	65%

*Percentage of the Kaiser Permanente Region 1 rate for the applicable coverage for single, double, or more than two dependents.

For purposes of determining Years of Service for members of the bargaining unit, all prior service as a safety member of 1) the California Highway Patrol; 2) any California Sheriff's Department; 3) any California Municipal Police Department; and/or 4) the Bay Area Rapid Transit District Police Department shall count as Years of Service with the City of Richmond upon the member's completion of five (5) consecutive years of service from the member's date of hire with the Richmond Police Department.

- 2) Employees retiring on or after January 1, 1995, may receive the above percentage paid value towards a non-PERS health plan provided, the non-PERS health plan is selected at the same time that an employee drops a PERS health plan. When a retiree has dropped health coverage, they may opt back into the PERS plan during the annual open period, and the City will resume payments towards premiums based on the above formulas.
- 3) The payment for retirees set forth above shall be made monthly from the date of retirement until the retiree ceases to participate in a medical program, with the exception that if the retiree goes from having dependents to having no dependents, the City's contribution will be decreased accordingly.
- 4) After the first year of this plan, and on each succeeding anniversary, the monthly payment to the retirees in this section shall be reduced by \$1.00 monthly. The total reduction shall not exceed \$20.00, after which time there will be no additional deductions.
- 5) When an employee becomes eligible for Medicare, the City shall pay the above percentages not to exceed the second highest PERS health plans, that bargaining unit members are eligible for, Medicare premium. Retirees shall be responsible for notifying the City of their eligibility for Medicare within 30 days of such eligibility. If such status is not reported, the retiree shall be liable for refunding the excess amounts received.
- 6) If a retiree qualifying for benefits above is survived by a spouse who qualifies as an annuitant (i.e., is continuing to receive a pension from the City), said surviving spouse shall receive all the benefits described above and is subject to the same administrative procedures.
- 7) Retirees shall be responsible for notifying the City of their eligibility for Medicare, or single, two party, or three-party status, within 30 days of such eligibility. If such status is not reported, the retiree shall be liable for refunding excess amounts received to the City.
- 8) Surviving Spouse and Children of Police Executives – The City agrees to continue payment for health and welfare benefits for the surviving spouse of an officer killed in the line of duty and for the surviving children of such officer until each reaches the maximum age permitted by policy limitations.

D. Retiree Medical Benefit Conditions

The reimbursements set forth in this **Section 7.9** – City’s Supplemental Retiree Health Insurance Contribution to Retirees shall be made monthly from the date of the first CalPERS pension check until the retiree ceases to participate in the CalPERS Medical program. If the retiree fails to report any of the changes in status (e.g., number of dependents enrolled; Medicare eligibility for self or dependent(s)) to the City within 30 days of their occurrence, the retiree shall be liable for refunding the excess amounts reimbursed by the City.

E. Retiree Medical Benefit Survivors

If a retiree qualifying for benefits above is survived by a spouse or registered domestic partner who qualifies as an annuitant (i.e., is continuing to receive a pension from CalPERS) the annuitant shall receive all the benefits described above if allowed by CalPERS rules. The annuitant will be subject to the same administrative procedures applicable to retirees.

7.10 Dental Plan

Employees are eligible for dental insurance coverage for the employee and eligible dependents beginning first of the month following date of hire. The City shall contribute the full premium toward group dental plan benefits for employees and dependents \$2,000 lifetime maximum for orthodontics per person. The maximum dental benefit (except for orthodontics) is \$1,700 per year for PPO in-network dentist and \$1,500 per year for an out-of-network dentist.

Employees may utilize the dentist of their choice to obtain dental care in the “PPO Network as specified in the Delta Dental Benefit Highlights. The City’s dental plan includes additional information regarding benefits.

7.11 Vision Plan

Employees are eligible for vision insurance coverage for the employee and eligible dependents beginning first of the month following date of hire. The City shall contribute the full premium for a no deductible group vision plan providing for well-vision exams and/or new lenses every twelve months and new frames every twenty-four months. The City’s vision plan includes additional information regarding benefits.

7.12 Life Insurance

Employees are eligible for life insurance coverage for the employee beginning first of the month following date of hire the City shall contribute the full premium toward group life insurance program providing for term life insurance equal to two times the employees’ annual salary to a maximum of \$250,000.

7.13 Disability Insurance

Employees are eligible for disability insurance coverage for the employee beginning first of the month following date of hire. The City shall contribute the full premium toward disability insurance which, generally speaking, provides benefits of sixty percent (60%) of the employee’s pre-disability earnings, reduced by deductible income, after a thirty (30) day waiting period and benefits do not extend beyond age 65 for disability caused by accident and for a period not to extend five (5) years for disabilities caused by illness, whichever is lesser. The above coverage is subject to any terms and limitations of the agreement with the insurance carrier.

7.14 Employee Assistance Program

The City and the Union recognize the value and need for counseling and assistance programs to help employees deal with problems such as alcohol or chemical dependency, divorce, stress, psychological concerns, or other circumstances which can interfere with job performance and job satisfaction. Both parties view the EAP as a positive tool to help deal with these types of problems.

The EAP shall provide preventive materials and training as well as individual diagnosis, counseling, and crisis intervention. The City will contract with an Employee Assistance Program to provide up to five counseling visits without cost to the employee, per fiscal year.

A. Eligibility

The EAP is available to all bargaining unit employees and their families.

B. Referrals

Referral procedures will be designed to facilitate (a) self-referrals, (b) management referrals, (c) union referrals, (d) medical referrals, and (e) family referrals. After seeing a particular individual, the program may refer the client to other agencies, services, or facilities, when appropriate. The ultimate decision to accept assistance through the program shall be reserved to the individual employee, but management may refer employees to the program.

C. Confidentiality

In the case of management referrals, the City shall, upon request, be informed of employee attendance in the program and whether the employee completed the program successfully. All other information shall be strictly confidential and shall be released only when requested by the employee.

D. Job Security

Referral to or participation in the diagnosis or counseling services of the EAP will not jeopardize any employee's job security or promotional opportunities.

E. Report and Evaluation

Every 6 months, a review of the EAP will be made to evaluate utilization and potential areas of improvement. Such review shall be made jointly by the Union and Management.

F. Contractual Rights and Obligations

An employee participating in the program shall be expected to meet all contractual obligations and established work rules, unless waived by mutual agreement of the City and the Union. Said employee shall have full access to the grievance procedure and other contractual protection.

7.15 Allowances

A. Professional Development Package

Upon the submission of appropriate documentation to the City, employees, excluding police management employees, represented by the Union shall be entitled to receive up to \$750 per fiscal year for personal and professional development, to include computer hardware or software. Of this amount, up to \$250 may be used for health-related items (e.g., club dues or athletic equipment). Any amounts not used by the end of the fiscal year, (June 30) shall not be carried to the succeeding fiscal year.

Police Executives are eligible to receive up to \$1,250.00 per fiscal year for professional development expenses. Of the total, up to \$625.00 per fiscal year may be used for the following: participation in Richmond service and civic organizations; professional publications; computer software; and health club membership (maximum of \$250.00). Of the total, up to \$625.00 per fiscal year may be used for the following: professional training and schools; training seminars and conventions at the discretion of the employee.

B. Relocation

When an employee moves at least fifty (50) miles from their previous residence in order to accept a new position covered by this agreement, the employee shall be reimbursed up to \$5,000 for reasonable moving expenses upon submission of receipts documenting the expenses incurred.

7.16 Certifications

The City will reimburse each employee in an attorney or professional engineering classification the cost of professional registration and licensing certificates.

- A. The City will reimburse expenses related to required certifications such as for attorneys and professional engineers including annual professional association dues. Professional associations for which this contribution will be made must be approved in advance by the department director.
- B. The City Manager may approve payment of dues, membership, conference fees and travel, expenses related to the employee's professional and industry standing and where such activities serve to benefit the City.
- C. Upon approval of the employee's department director, the City will pay for the employee's professional association membership.

7.17 Safety Shoes and Uniform Allowance

- A. City agrees to reimburse employees up to three hundred dollars (\$300) per calendar year to offset the cost of purchasing safety shoes. Parties agree that such reimbursement shall be related to those classes of employees who have need of safety shoes in the performance of their duties. Parties further agree that evidence of purchase must accompany requests for such reimbursement. Employees to whom the City provides safety shoe reimbursement shall be required to wear them in the course of their work.
- B. Public safety employees responsible for supplying and/or maintaining their own uniforms shall receive an annual allowance of eight hundred dollars (\$800).

7.18 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.

SECTION 8 – LEAVES

8.1 Leaves of Absence Without Pay

The City Manager may grant leaves of absence without pay for a period not to exceed one (1) year.

ITEM K-1
ATTACHMENT 2

- A. At the City Manager's sole discretion, they may approve a sabbatical for up to one year for employees represented by the Union to encourage professional or personal development for an employee with six or more years of City service. Union and the City agree that the City shall only provide medical, dental and vision benefits during the sabbatical. Sabbatical is not a right but a privilege and is not an expected benefit for every employee.
- B. No employee shall be granted a leave of absence without pay for a period in excess of three (3) days unless:
 - 1) They make written request of their Department, or for department directors to the City Manager, stating the reasons;
 - 2) The department director or City Manager recommends it;
 - 3) The Director of Human Resources recommends favorable action to the City Manager; and
 - 4) The City Manager approves it.
- C. A request for leave of absence without pay for a period of three (3) days or less may be granted to an employee by their department director, or for a department director by the City Manager.
- D. Failure on the part of an employee to report promptly at the expiration of their leave may be considered a cause for disciplinary action or discharge.
- E. An employee who has taken a leave of absence without pay for a total of thirty (30) days or more within a given service year shall have their anniversary date set back by the time in excess of the thirty 30 days. Leaves of absence without pay for a period totaling less than thirty 30 days in the given service year shall have no effect on the employee's anniversary date. This computation applies only to the anniversary date for determination of vacation leave accrual. In the case of the employee anniversary date for impending lay-off, all time taken as a leave of absence without pay will be subtracted, in establishing the anniversary date.
- F. The City Manager, upon recommendation of the department director and the Director of Human Resources, shall have the authority to grant leaves of absence with pay. The manner of and the condition for granting such leaves shall be prescribed by the City Manager, except that where a leave of absence with pay is to extend for a period of more than two (2) calendar weeks, it shall require specific approval of the City Council.
- G. All employees are expected to be at work each day or inform their supervisor of each day they will be absent. An unexcused absence of three consecutive days or more shall be deemed job abandonment and shall be an automatic resignation as of the last date on which the employee worked. The City will make the following attempts to contact such employees: first class mail; registered mail; and phone calls to their last known address and emergency contact person, if known. If the City receives no response and has not been contacted by the employee, the employee will be considered as having resigned.
- H. If the employee or an authorized representative of the employee contacts the City Director of Human Resources within 15 calendar days of the date of resignation requesting reinstatement, the City will, on a case-by-case basis, review the circumstances of the employee's absence and decide whether or not to reinstate the employee within 15 working days. This provision in no way limits the discretion of the City to discipline an employee for

his or her absence without leave.

8.2 Bereavement Leave

Only City employees working full-time and continuously in a regularly established City position or term appointees shall be eligible for the Bereavement leave provisions specified below.

- A. In case of death within the immediate family of an eligible employee, that employee shall have a right to leave of absence with full pay to a maximum period of four (4) consecutive workdays for each such death. Such leave must have one or more of these purposes: making arrangements for burial services; enabling employee and family members to recover from emotional upsets; and settling property, estate, and similar problems.
- B. Absence by eligible employees due to the death of persons other than those specified in this Section shall be either in no-pay status or as vacation in amounts needed.
- C. Usage of the foregoing provisions of this section shall be subject to the approval of the department director, City Manager, or their fully authorized representative.
- D. One (1) day of bereavement leave is available to attend services for relatives not meeting the definition of "immediate family" as listed in the following paragraph. These would include nieces, nephews, and cousins.
- E. "Immediate family" is defined as spouse, child, stepchild, parent, stepparent, guardian, grandparent, grandchild, uncle, aunt, sister, stepsister, brother, stepbrother, father-in-law, mother-in-law, sister-in-law, brother-in-law, minors living as a member of the family, and registered domestic partners.

8.3 Sick Leave

A. Accrual Rate

Each eligible employee shall accrue sick leave credits at the rate of one (1) day per month of service beginning thirty (30) calendar days immediately following original appointment. There shall be no limit on the number of sick leave days that an employee may accumulate.

B. Payment for Unused Sick Leave

Each eligible employee who has used five (5) days or less of sick leave during the preceding calendar year may elect to receive pay for twenty-five percent (25%) of the sick leave earned during the preceding calendar year less the amount of such leave used during the same period. At the employee's option the payment for unused sick leave may be converted to equivalent vacation time. Employees shall express their preference by written request to the Director of Finance no later than January 15 each year, and payment will occur no later than February 15 each year. When an employee elects to receive payment in cash or vacation time, his/her sick leave balance shall be reduced by the amount paid off in cash or converted to vacation. Sick leave not converted to vacation or cash will remain on the employee's credit. To be eligible for this provision, an employee must have been a full-time employee for two (2) years prior to the calendar year on which the pay for unused sick leave calculation is based.

C. Conversion of Sick Leave to Pension Credits

Those employees who are members of the Public Employees Retirement System (PERS) and who retire from City employment shall be entitled to convert all unused sick leave credits to service credit for the purpose of calculating retirement benefits at the rate of .004 years of

- service for each unused day of sick leave in accordance with the provisions of Section 20862.8 of the California Government Code.
- D. New Executives who are appointed from another public agency, into a classification represented by IFPTE, Local 21 shall be able to transfer fifty percent (50%) of their accrued sick leave balance with that agency, not to exceed two hundred (200) hours.
 - E. General Provisions

Each eligible employee may use sick leave to care for a member of his/her immediate household (e.g., spouse, child, and registered domestic partner) and for a parent living outside the home who is incapacitated through illness or injury. The maximum amount of sick leave that may be used for this purpose in any one calendar year shall be 10 working days. Such usage of sick leave shall be within the amount specified in the Accrual Rate subsection of these provisions. Sick leave properly may be used for the following or similar purposes: illness, non-job disability, dental care, diagnosis, and therapy when requested or ordered by competent medical-dental authority, and family illness or injury.
 - F. A doctor's certificate of disability, indicating the nature of the disability must be furnished on the request of the City Manager or department director and at such time thereafter during the same sick leave as the City Manager or department director shall deem necessary. In any event, a doctor's release to return to work shall be mandatory after seven (7) consecutive workdays of sick leave.
 - G. Each department director is responsible for ensuring that these sick leave provisions are neither abused nor misused. This requirement shall include, but is not limited to, maintenance of simple, accurate written records, which are subject to audit.
 - H. Sick leave shall be used in no less than four-hour periods. Time off for four hours or less will not be charged to employee's sick leave.

8.4 Parental Leave

- A. All parents, natural or adoptive, shall be granted a leave of absence without pay for a period up to four months. An additional two months shall be granted natural mothers with appropriate medical documentation. During this leave the City will continue to pay the premium for the CalPERS medical and cafeteria plan. During this leave the employee shall be entitled to full access to long term disability insurance, subject to the terms of the LTD policy.
- B. All parents granted a leave of absence as described above, shall receive one week's paid leave as part of their parental leave.

8.5 Family and Medical Care Leave

- A. Pursuant to State and Federal laws, the City will provide family and medical leave for eligible employees. The following provisions set forth unit members rights and obligations with respect to such leave. Rights and obligations which are not specifically set forth below are set forth in the Department of Labor regulations implementing the Federal Family and Medical Leave Act of 1993 (FMLA) and the regulations of the California Fair Employment and Housing Commission implementing the California Family Rights Act (CFRA). Unless otherwise provided by this section, "leave" under this section shall mean leave pursuant to the FMLA and the CFRA.

B. Amount of Leave

- 1) Eligible members are entitled to a total of 12 workweeks of leave during any 12-month period. A member's entitlement to leave for the birth or placement of a child for adoption or foster care expires 12 months after the birth or placement.
- 2) The 12-month period for calculating leave entitlement will be a "rolling period" measured backward from the date leave is taken and continues with each additional leave day taken. Thus, whenever a member requests leave under this provision, the City will look back over the previous 12-month period to determine how much leave has already been used under this provision and determine the balance available.

C. Use of Other Accrued Leaves While on Leave

- 1) If a member requests leave for his/her own serious health condition, the member must exhaust sick leave and other available leaves concurrently with the leave.
- 2) Leave shall also be concurrent with the time an employee is on paid leave due to a work-related disability.
- 3) While the City recognizes that emergencies arise which may require employees to request immediate leave, employees are required to give as much notice as possible of their need for leave. If leave is foreseeable, at least 30 days' notice is required. In addition, if an employee knows that they will need leave in the future but does not know the exact date(s) (e.g., for the birth of a child), the employee shall inform his/her supervisor as soon as possible that such leave will be needed. If the City determines that an employee's notice is inadequate or the employee knew about the requested leave in advance of the request, the City may delay the granting of the leave until it can, in its discretion adequately cover the position with a substitute.

8.6 Jury Duty

- A. A City employee ordered to jury duty during the employee's regularly scheduled work hours shall be entitled to their regular City pay during actual jury services. The following shall apply:
- 1) Employees shall pay immediately to the City such amounts of money as they receive as per diem but shall be entitled to keep such mileage payments as are made to them.
 - 2) All employees generally shall willingly accept ordered jury duty as one of the obligations upon all eligible citizens.
 - 3) Employees shall properly inform the officials who control jury duty of such unusual factors in their City jobs, including workload, as the jury officials might judge to be adequate grounds for deferral of or excuse from jury duty.
 - 4) Such leave may be based upon, but is not limited to, coroner, superior court, and federal jury duty.
 - 5) Each employee shall expeditiously report his/her probable absence for jury duty and must report promptly the termination of active jury service. Employees whose shifts and days off are other than day shift Monday through Friday, shall be temporarily assigned day shift Monday through Friday for the duration of jury duty. Employees will be expected to give two weeks or more notice of their call for jury duty.

8.7 Military Leave

- A. Military leave shall be granted in accordance with the provisions of California State Law. All employees entitled to and taking military leave shall give the department director the right within the limits of military necessity and regulations to determine when such leave shall be taken. When an employee is called for and serves extended active duty in the military (including annual reserve training), the City will pay the difference between the employee's City pay and his/her extended active duty pay for a period of up to twelve months, if the employee's City pay is higher than the military pay. If the employee applies to the Public Employee Retirement System for CalPERS credit, and is approved, the City will make the necessary contributions as if the employee had been receiving full City paid salary while on extended active duty, for a period of up to twelve months.
- B. No person shall be appointed permanently to a position from which another is on military leave, provided that nothing contained in this section shall prevent an employee originally appointed to a military leave vacancy from obtaining a permanent appointment to another position in the same class in the event a vacancy should occur through death, retirement, resignation, promotion, demotion, transfer, or other action not related to military leave.
- C. This section, Military Leave, shall not apply to any employee in a class covered by this memorandum of understanding, who was a City employee on July 1, 1981, and as of that date, was an active member of a reserve military unit.

8.8 Vacation Leave

A. Rate at Which Vacation Leave Shall Accrue for Full-Time Employees

In recognition of Executives' exempt status under FLSA, time off for vacation leave purposes shall not be deducted from a Manager's vacation accrual when the employee has worked at least half of the workday.

B. The authorized annual vacation leave accrual for employees shall be:

<u>Working Days</u>	<u>Years of Service</u>
10	1-3
15	4-10
20	11-15
25	16-30
30	30+

C. Other Limitations on Vacation Leave and Accumulation of Vacation Leave:

- 1) At any time during the year when three vacation periods are accrued, the employee will cease earning vacation until the employee has utilized vacation and his/her balance has fallen below the maximum accrual, shown below. Each time the three-year maximum accrual is reached, the employee shall stop accruing additional vacation. There will be no exceptions or waivers of the three annual vacation period accrual limit.

<u>Maximum Accrual</u>	<u>Years of Service</u>
30 working days	1-3
45 working days	4-10
60 working days	11-15
75 working days	16-30
90 working days	30+

D. One-time Vacation Credit

The City Manager may authorize newly appointed executive employees with a one-time credit not to exceed eighty (80) hours upon hire date, eligible to use at time of hire.

E. Effects of Holidays and Vacation Leave

In the event one or more municipal holidays fall within a vacation leave, such holidays shall not be charged as vacation leave and the vacation leave shall be extended accordingly.

F. The provisions of this section shall not apply to the incumbents of those positions in which holidays, due to the necessity of public health and safety, are normal working days.

G. Effect of Extending Military Leave on Vacation Leave

For the purpose of determining length of service, time spent on military leave from City service shall be counted as time spent in the service of the City.

H. Vacation Amounts at Termination of Active Employment

Following termination of active employment from whatever cause, the City shall pay to the employee or the estate such vacation as was due to the employee at termination.

I. Reinstatement

Upon reinstatement or reemployment to the Classified Service, an employee's anniversary date, for the purpose of computing vacation rights, shall be the original appointment date less the time absent from the City payroll.

J. Credit for Prior Employment

The City Manager may grant employees the accrual rate for vacation commensurate with the employee's total combined local government (cities, counties) service.

K. Sell-Back

Annually, employees shall have the option to sell back up to ten (10) workdays of accumulated vacation time. Payment of sold vacation time will be made on the second payroll in December in compliance with the Internal Revenue Service (IRS) concept of Constructive Receipt. Eligible employees must exercise this option by the deadline on forms provided by the City no later than October 1 preceding that calendar years payout.

8.9 Injury Leave Payments

A. Any City employee, who is unable to work because of bodily injury or illness which occurs while they are acting within the course and scope of their employment, shall be paid his/her full salary up to a maximum of twenty-six (26) weeks, over a period not to exceed eighteen (18) months, from the date of injury, subject, however, to the following conditions:

B. If any employee exhausts their twenty-six (26) weeks of full pay as described above, and continues to be temporarily disabled, they will be paid the appropriate temporary disability as prescribed by the Workers' Compensation code up to the maximum permitted.

C. When an employee returns to work or is medically determined to be permanent and stationary, or receives a disability retirement, the City's liability for temporary disability payments or salary continuation will be terminated. They may still be eligible for vocational rehabilitation maintenance.

- D. During the time the employee is entitled to receive total temporary disability compensation payments, the City's liability is in accordance with the law but will not be greater than regular salary.
- E. In the event that it is determined from competent medical evidence that an employee is no longer temporarily disabled, the City shall discontinue temporary disability payments or salary continuation. The employee may appeal this decision to the Workers' Compensation Appeals Board.
- F. When an employee is determined to be permanent and stationary, and it is determined from competent medical evidence that they are a qualified injured worker and unable to physically or mentally (psychologically) perform the full duties of his/her position, the employee has the option to immediately apply for a disability retirement, if eligible, or, if not eligible, to resign voluntarily. Failure to resign in such circumstance may result in termination from employment by the City in accordance with City policy. An employee who feels his/her rights are being violated due to their disability may file an internal complaint through the Human Resources Department utilizing the City's Americans with Disabilities Act complaint procedure and file for status under the Americans With Disabilities Act.
- G. An employee absent on injury leave who is medically certified able to return to full duties shall return to work on the return-to-work date. Failure to do so may subject the employee to discipline.
- H. During the time that an employee is disabled by reason of bodily injury or illness resulting from the course and scope of his/her employment, neither his/her vacation leave nor sick leave account shall be charged for the purpose of paying compensation leave benefits during said period. They may, with the approval of the department director, use vacation time, if needed. If a claim is delayed for any reason and the employee is disabled, they may use sick leave until there is a decision on whether the disability is work related.
- I. An employee absent from duty on paid injury leave under this **Section 8.9** shall have such absence considered as "service" for purposes of computing rate of sick leave and vacation leave. This does not apply if an employee is no longer on salary continuation (off payroll) receiving temporary disability benefits.
- J. An employee who is medically certified to be a qualified injured worker and no longer able to perform the full duties of his/her position will continue to receive Worker's Compensation benefits provided by law, if applicable.
- K. In the event that an employee's injury or illness results from the carelessness or negligence of a third party, the City of Richmond will have the right of subrogation for reimbursement of salary and benefits paid by the City under the Self Insurance Program.
- L. An employee may be seen by a doctor of his/her choice when injured on the job, if the employee has designated that doctor in writing with the Department of Human Resources prior to the injury. As permitted by State Law, the City may also require an injured employee to be evaluated by a City designated physician or specialist.

8.10 Court Appearances

- A. Employees occasionally are required, by subpoena or otherwise, to be present at Court proceedings in connection with their City employment. Such Court appearances shall be in a full duty status. Employees are entitled, through normal administrative procedures, to

payment by the City for out-of-pocket expenses.

- B. Employees required, by subpoena or otherwise, to be present in Court not in connection with their City employment shall make such Court appearance either in no-pay status or on vacation time.

8.11 Administrative Leave

- A. Employees represented by the Union shall be eligible to receive twelve (12) days of Administrative Leave each Fiscal Year. Administrative Leave must be used in full day increments and may not be cashed out or carried over the following year.
- B. Administrative Leave will be available after six months employment pro-rated for newly hired employees who have worked less than a full fiscal year. Administrative Leave will be pro-rated for those employees, but it still must be used in full day increments. After six months employment the employee will be credited with three days Administrative Leave and will receive one additional day for each remaining three months of the fiscal year they work.

8.12 Holidays

- A. All regular, full-time classified employees shall be allowed a fully paid leave of absence on the following named holidays:

Independence Day	July 4
Labor Day	First Monday in September
Admission Day	September 9
Columbus Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Holiday	Fourth Thursday in November
Day following Thanksgiving	the Friday following Thanksgiving
Christmas Day	December 25
New Year's Day	January 1
Martin Luther King Jr. Birthday	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May

- B. In addition to the holidays listed in the preceding paragraph, each employee shall be granted five (5) days and two (2) hours paid floating holidays per calendar year which may be taken at any time during the calendar year subject to the approval of the employee's department director. Said holidays must be taken during each calendar year and may not be carried over from one calendar year to the next. To be eligible for such holiday, an employee must have been working for the City prior to September 1 of the calendar year. It is understood that one of these floating holidays has been created in recognition of Cesar Chavez' Birthday and in the event that day becomes generally observed as a fixed holiday, the parties agree to convert one floating holiday to that fixed holiday.
- C. When a holiday falls on Sunday, the Monday following shall be considered as a holiday. When a holiday falls on Saturday, the Friday preceding shall be considered as a holiday. When such holiday falls on a regular day off, the employee shall be entitled to an additional day off.

SECTION 9 – RETIREMENT SYSTEM

- A. The City will maintain its contract with the California Public Employees' Retirement System (CalPERS) and the benefits currently provided there under. Any disputes between this **Section**

9, Retirement System, and CalPERS are not subject to the grievance procedures in this MOU and CalPERS' interpretation, application, governance (et cetera) of said dispute shall apply.

B. PEPRA Basic Retirement Formula

For employees required by law to participate in the Public Employees' Pension Reform Act of 2013 ("PEPRA") PEPRA tier, the PEPRA established a miscellaneous pension formula of two percent (2%) of pensionable compensation for each of qualifying service at the normal retirement age of sixty-two (62) years. For purposes of this formula, CalPERS will calculate an eligible retiree's pension based on the average annual pensionable compensation earned by the member during the thirty-six (36) consecutive month period immediately preceding retirement or any other period of thirty-six (36) consecutive months during the member's applicable service that the member designates.

C. Pre-PEPRA 2.7% at Age 55 Formula Tier

The City contracts with CalPERS to provide miscellaneous retirement (2.7% @ age 55) for non-safety employees in the bargaining unit who are not required by law to participate in the PEPRA Tier. This pension formula of two and seven-tenths percent (2.7%) of pensionable compensation for each year of qualifying service at the normal retirement age of fifty-five (55) years. For purposes of this formula, CalPERS will calculate an eligible retiree's pension based on the average annual pensionable compensation earned by the member during the twelve (12) consecutive month period immediately preceding retirement or any other period of twelve (12) consecutive months during the member's applicable service that the member designates.

D. CalPERS Pension Formula for Safety Management Employees

Fire safety management employees represented under this collective bargaining agreement shall participate in the same PEPRA Tier or non-PEPRA Tier retirement formula, including any CalPERS retirement contract amendments, as fire management employees represented by the Richmond Fire Management Association.

Police safety management employees represented under this collective bargaining agreement shall participate in the same PEPRA Tier or non-PEPRA Tier retirement formula, including any CalPERS retirement contract amendments, as police management employees represented by the Richmond Police Management Association.

E. Employee Contributions toward CalPERS Retirement Benefits

All members of a PEPRA Tier will contribute toward the PEPRA Tier an employee contribution in an amount equal to not less than fifty percent (50%) of the normal cost of this PEPRA Tier, as determined from time to time by CalPERS.

All members of a non-PEPRA Tier pension formula will contribute the applicable CalPERS member contribution as established by statute and administered by CalPERS.

F. Pre-Tax Treatment of CalPERS Member Contributions

To the extent permitted by applicable law, employee contribution toward the employee's CalPERS contributions made pursuant to this MOU will be deducted on a pre-tax basis pursuant to and in accordance with Internal Revenue Code section 414(h)(2).

SECTION 10 – WORKING CONDITIONS

10.1 Meal Periods and Rest Periods

Employees shall be assigned a one-half (1/2) or one (1) hour unpaid meal period each day within a two (2) hour period at midpoint of each shift, and a fifteen (15) minute paid rest period during the first half of the work shift and another fifteen (15) minute rest period during the second half of the work shift.

10.2 Working Hours

A. Departmental Working Hours

All offices of the City Government, except those for which special regulations shall be issued by the City Manager, shall be kept open each day except Saturday, Sunday, and holidays continuously from 8:30 A.M. until 5:00 P.M.

B. To assist in the orderly administration of the City Government, the following definitions shall be used:

- 1) The calendar week shall begin at 12:01 Sunday morning and shall end at 12:00 midnight Saturday.
- 2) The "work week" shall be the normal, total working hours within the calendar week for each City employee.
- 3) The "normal workday" for all regular, full-time employees shall be one fifth of the "work week" as established for the classification/department.

C. The City Manager shall have the obligation and the right, when the needs of the City service clearly require, to establish on a regular continuing basis, workdays which are different from those herein defined in this section.

10.3 Length of Work Week

City employees generally shall have the following work weeks:

- General government employees at the Civic Center 37.5 hours;
- All other City employees 40 hours.

10.4 Attendance

Employees shall be in attendance at their work in accordance with the rules governing hours of work, holidays, and leaves. All departments shall keep daily attendance records of employees which shall be reported on the payrolls. Absence without leave may be cause for disciplinary action.

SECTION 11 – PERSONNEL PROVISIONS

11.1 Severance Pay

A. An employee who is laid off due to reduction in force shall be entitled to severance pay in the amount of six (6) days of unused sick leave for each year of continuous service up to a maximum of thirty (30) days' pay. Any such employee who is laid off and subsequently reemployed by the City shall only be entitled to receive severance pay for those workdays during which the individual was not in employment status.

B. An employee who is laid off due to reduction in force shall be entitled severance pay as

follows: six (6) months salary continuation and six (6) months continuation of medical and related insurance at the level of City contribution agreed to in the Memorandum of Understanding.

- C. The City will meet with individual employees to attempt to reduce the impact of income tax liability resulting from severance payments.

11.2 Probationary Period

Employees in this bargaining unit do not serve a probationary period, are designated as at-will, serve at the discretion of the Appointing Authority, and may be terminated any time by the Appointing Authority.

11.3 Resignation

- A. An employee wishing to leave employment in good standing shall file with his/her supervisor at least 14 days before leaving the service, a written resignation stating the effective date and reasons for resigning.
- B. Once a written resignation is submitted to management, it can only be rescinded with the agreement of the City Manager; otherwise, it is automatically accepted.
- C. Failure to comply with this section shall be entered on the employee's service record and may be cause for denying future employment with the City.

11.4 Transfer

- A. All vacancies shall be posted on appropriate bulletin boards for at least 14 calendar days so that present City employees may request transfer.
- B. Employees wishing to transfer within the City, must respond to position announcements in writing to the Human Resources Department.

11.5 Reassignment

A department director shall have the right to reassign any employee from one position to any other position in the same or similar class in their department following notice to the employee and providing the opportunity to meet regarding the reassignment. In the best interests of the service and upon the recommendation of the Director of Human Resources, the City Manager may reassign an employee to any other department within the City whether or not they request it.

11.6 Nepotism

- A. In order to avoid real or perceived favoritism, no employee (permanent, temporary, or seasonal) may be in a direct or indirect supervisory position over a member of his/her immediate family nor may members of an immediate family report to the same supervisor. For purposes of this SECTION, "immediate family" includes husband, wife, children, registered domestic partner, parents, grandparents, grandchildren, brother, or sister.
- B. Where a work relationship as described in Section 11.7 Nepotism, paragraph A (above) exists, the City will act only if there is a "problem" created by the immediate family relationship. A "problem" is the existence of a real or perceived act(s) of favoritism, unusual treatment, conflict of interest, unequal supervision, or unacceptable work behavior due to or related to the immediate family relationship which is not in the best interests of the morale, safety, health, security, or effectiveness, as determined by the City Manager.

- C. In the event of a “problem”, the City will make every effort to remedy the situation as internal transfer opportunities occur without financial hardship to the employee(s). After every effort to remedy the situation has been made and the problem continues unabated, this provision in no way expands, diminishes, or in any way changes, alters, or modifies the existing authority of the City Manager to correct the problem.

11.7 Personnel Files

Employees may inspect their personnel files in the Human Resources Department. An employee will be given a copy of any derogatory information placed in the personnel file.

SECTION 12 – GRIEVANCES, DISCIPLINARY ACTIONS, AND APPEALS

12.1 Grievance Procedure:

A. Definition of a Grievance:

A grievance is an allegation by the Union or one or more employees that the City has violated the Memorandum of Understanding (MOU) concerning the interpretation, enforcement, or application of a specific provision of this MOU.

B. Time Limits:

The employee and/or the Union must initiate a grievance within fourteen (14) days of the occurrence of the dispute or fourteen (14) days from such time as the employee could have been aware of the problem. At each grievance procedure step, the City representatives shall have fourteen (14) days to respond to the grievance. The Union or employee shall have fourteen (14) days from receiving notice of a rejected grievance to forward the grievance to the next higher step. These time limits may be extended by mutual agreement of the parties. Failure of the Union or employee to act within the specific time limits, unless mutually extended, shall dismiss, and nullify the grievance. Failure of the City to observe such time limits, unless mutually extended, shall cause the grievance to be moved to the next higher step.

C. Compensation Complaints:

All complaints involving or concerning the payment of compensation shall be initially filed in writing to the Director of Human Resources. Only complaints which allege that employee(s) are not being compensated in accordance with the provisions of this Memorandum of Understanding shall be considered as grievances. Any other matters of compensation are to be resolved in the meeting and conferring process and if not detailed in the Memorandum of Understanding which result from such meeting and conferring process shall be deemed withdrawn until the meeting and conferring process is next opened for such discussion. No adjustment shall be retroactive for more than three (3) years from the date upon the grievance was filed.

D. Grievance Processing:

1. Step 1, Department Director:

An employee (or Union) who believes that they have a grievance shall discuss their complaint with the employee’s department director. This meeting shall be held in an effort to resolve the grievance informally. The department director will have fourteen (14) days from the date of the informal discussion to respond to the filer of the grievance. If an agreement is reached to resolve the issue, the department director will confirm the

outcome in writing.

If the grievant is the department director, the first level grievance shall be filed directly with the Director of Human Resources and the grievance procedure shall continue in accordance with the provisions of this section.

2. Step 2, Director of Human Resources:

If the grievance is not resolved at Step 1, the employee and/or the Union shall submit the grievance in writing to the Director of Human Resources. The Director of Human Resources shall meet with the grievant and/or the Union and give a written answer to the grievance. If the grievance is rejected, the Director of Human Resources shall give the grievant and/or the Union the reasons therefore in writing.

3. Step 3, City Manager:

If the grievance is not resolved at Step 2, the grievant and/or the Union may submit the grievance to the City Manager and a meeting with the City Manager may be requested with all designated parties to air the complaint. If the City Manager rejects the grievance, written notice of such rejection and the reasons therefore shall be given to the employee and/or the Union.

4. Step 4, Arbitration:

If the grievance remains unresolved, the Union may request arbitration. An impartial arbitrator may be designated by mutual agreement between the Union and the Director of Human Resources or designee. In the event the parties are unable to agree on an arbitrator, the parties shall request a list of seven (7) arbitrators from the State Mediation and Conciliation Service. After the receipt of the list, following the toss of a coin with the Union predicting either heads or tails, the Union (if the "winner" or the City if the Union is not the "winner") shall strike the first name and the parties alternatively strike arbitrator names from the list until one name remains. (The process of moving up the names if the arbitrator is unavailable during the next ninety days shall continue until an arbitrator is timely available.) Any fees and expenses and of the arbitrator shall be shared equally by the Union and the City. Each party shall bear the costs of its own presentation, preparation, and briefs, etc.

The arbitrator shall have access to all written statements and documents relevant to the grievance. The arbitrator shall render a decision no later than thirty (30) days after the conclusion of the hearing. The arbitrator's decision shall be in writing and shall be final and binding on both parties and made in accordance with, and in conformance to, the terms of the Memorandum of Understanding. Copies of the decision will be furnished to both parties. The Union and the City may, by mutual agreement, extend timelines described in this Arbitration section.

An arbitrator shall have no authority to add to, delete or alter any provision of this Memorandum of Understanding, but shall limit the decision to the scope, application, and interpretation of the provisions of this Memorandum of Understanding and may issue no decision that would require either party to violate existing law. The Union and the City may, by mutual agreement, agree for the arbitrator to retain jurisdiction over issues of remedy.

12.2 Disciplinary Proceedings

Employees are disciplined or terminated as “at-will” employees and serve at the discretion of the Appointing Authority and may be terminated at any time by the Appointing Authority. Employees do not have the right of appeal except as specifically provided below.

- A. Disciplinary actions subject to appeal are dismissal from employment, suspension without pay of greater than five (5) workdays, demotion to a classification with a lower maximum pay rate, or a reduction in pay greater than the employee’s base pay rate earnings over five (5) workdays.
- B. Discipline which is subject to appeal shall include the reason(s) for the disciplinary action.
- C. Disciplinary actions may be appealed in writing to the City Manager or their designee within fifteen (15) days of the date the Notice of Discipline is provided to the employee. The City Manager or designee shall have twenty-one (21) days following receipt of the appeal to investigate the issues, meet with the employee and their representative (if the employee brings a representative) and attempt to reach a satisfactory resolution and issue a written decision.

If the City Manager assigns a designee to hear the disciplinary action appeal, then the designee shall be from a department which is different from which the employee is (and/or was) assigned.

The City Manager’s or designee’s disciplinary action appeal decision shall be final and binding and shall not be subject to any other appeal.

SECTION 13 – FULL UNDERSTANDING

The parties understand that the agreements set forth herein are final. No change or modifications shall be offered, urged, or otherwise presented by the Union or the City prior to June 30, 2025. However, nothing herein shall prevent the parties to this Memorandum of Understanding from meeting and conferring and making modifications herein by mutual consent. The Parties further agree that commencing within sixty (60) days following adoption of the 2021-2025 MOU, the parties shall build their MOU on a “meet and agree” basis to include mutually agreed-upon content.

SECTION 14 – RETROACTIVITY

All provisions of this Memorandum of Understanding are effective upon ratification by the City Council, unless specifically noted as being effective upon an earlier date.

SECTION 15 – MISCELLANEOUS PROVISIONS

15.1 Weingarten Rights

- A. The Supreme Court has ruled that an employee is entitled to have a Union representative present during any investigatory interview which may result in discipline. This entitlement is referred to as an employee’s Weingarten Rights.
- B. The employee must request that a Union representative be called into the meeting.
- C. The employee must have a reasonable belief that discipline will result from the meeting.
- D. The employee has the right to know the subject of the meeting and the right to consult a Union representative prior to the meeting to get advice.
- E. The Union advises an employee not refuse to attend a meeting if a steward is requested but

denied. The Union suggests the employee attend the meeting and repeatedly insist upon the right to have a Union representative present. If this fails, the Union suggests that the employee not answer any questions and take notes.

15.2 Catastrophic Leave

The City's Catastrophic Leave policy is attached hereto as **Attachment C**.

SECTION 16 – SEVERABILITY OF PROVISIONS

In the event one or more provisions of this Memorandum of Understanding are declared by a Court or administrative body of competent jurisdiction to be illegal or unenforceable, such finding shall not affect any other provisions of this Memorandum of Understanding, all of which other provisions shall remain in full force and effect.

SECTION 17 – REPRESENTATION RIGHTS

17.1 Specific Limitations on Representation Rights:

- A. **Maximum of Four Designated.** The City may, at its discretion, designate up to three members of the above classes to actively assist the City during collective bargaining. Any individuals so designated shall be placed on "restricted status" during the period of "active" collective bargaining. Individuals may be designated to actively assist the City in the following units: (1) general employees (SEIU Local 1021); (2) fire employees (Local 188 and fire management); and (3) police employees (RPOA and police management). Only one individual shall be actively assigned per unit, although one individual may be assigned to actively assist in all management negotiations. No Union member shall be actively assigned to assist the City in this unit's negotiations. If police and police management, or fire and fire management, are open simultaneously, only one of this unit's managers will be responsible for active assistance in fire or police as the case may be.
- B. **Definition of Active Assistance.** In order to be considered "actively assisting" the City during collective bargaining, said individual must be present during collective bargaining, or have direct knowledge of strategies and planning in regard to the assigned collective bargaining. The period of "active participation" shall commence no sooner than 60 days prior to the commencement of formal negotiations and shall terminate upon finalization of negotiations between the City and the bargaining unit.
- C. **Nature of the Restriction.** Any individuals who are in "restricted status" shall be excluded from any meetings or deliberations of the Union, its officers, agents, employees, or members, which cover the topics of collective bargaining. In addition, confidential information acquired from collective bargaining shall not be disclosed to the Union, its officers, agents, employees, or members by said individuals.
- D. **Definition of Collective Bargaining.** Collective bargaining, as defined herein, applies to formal contract negotiations, mid-contract term re-opener negotiations, or other mid-contract term negotiations provided said restricted employee' is present during the negotiations, is actively assisting City negotiators or has direct knowledge of strategies and planning in regard to the assigned negotiations.
- E. **Grievances and Discipline (Human Resources Staff).** Union members of the Human Resources Department will not serve as Union representatives in grievance or disciplinary actions brought by this unit's members.

17.2 Disqualification of Union Members Working as Department Directors, Assistant Department Directors, and Members Participating on City Bargaining Teams:

- A. Grievances and Discipline. Members of the Union who are employed as department directors or assistant department directors shall be restricted from representing unit members in grievance proceedings in the department director or assistant department director's department.
- B. Negotiations. Members of the Union who participate in City negotiations with other units and who acquire direct knowledge of City strategies and planning in those negotiations are considered "restricted members" and shall keep said information confidential from the Union.

17.3 Violation of This Article

- A. Should the City determine that it believes the Union, or any restricted member or assistant department director, has violated this Article, then the City shall provide the Union with written notice of the suspected violation. If the Union believes that the City has violated any provision of this Article, then the Union shall provide the City with written notice of the suspected violation.
- B. Any dispute arising out of the interpretation or application of this Article shall be subject to the "meet and confer" provisions of the Meyers-Milias-Brown Act. If the dispute is not resolved by meeting and conferring, then either party may, upon written notice to the other request outside mediation through the California State Mediation and Conciliation Service.
- C. If the City suspects any member of the Union who is a "restricted member" as defined by this Article, a department director, or an assistant department director, has violated the restrictions of this Article, then the City is empowered to initiate disciplinary action against the member. Resolution of any such disciplinary action shall be subject to the appeal procedures of this Memorandum of Understanding.

SECTION 18 – TERM OF AGREEMENT

This Agreement shall become effective July 1, 2021, and shall continue in effect through June 30, 2025.

The following members of the respective negotiating teams hereby acknowledge by their signatures that the above terms and conditions of employment resulted from meeting and conferring under the Meyers-Milias-Brown act.

For the City:



Jack Hughes
Chief Negotiator



Bruce Soublet
Senior Assistant City Attorney



Sharrone Taylor
Principal Personnel Analyst



Anil Comelo, Interim Deputy City Manager
Interim Deputy City Manager



Marc Fox
Interim Director of Human Resources

For the Union:

 11/10/21

Lina Velasco
President

 11/10/21

John Varga
IFPTE, Local 21

 11/10/2021

Angela Walton
Vice President

ATTACHMENT A
COVERED CLASSIFICATIONS

Administrative Chief
Assistant City Attorney
Assistant Police Chief
Chief Assistant City Attorney
City Clerk
City Engineer
City Prosecutor
Community and Economic Development Agency Director
Community Engagement Manager
Confidential Investigative and Appeals Officer
Deputy City Attorney I
Deputy City Attorney II
Deputy City Manager
Deputy Director of Community Services – Employment & Training
Deputy Director of Community Services - Library
Deputy Director of Community Services – Recreation
Deputy Director of Public Works (City Engineer)
Deputy Director, Rent Program
Deputy Fire Chief
Deputy Police Chief
Director of Community Development
Director of Community Services
Director of Finance
Director of Human Resources
Director of Information Technology
Director of Infrastructure Maintenance and Operations
Director of Public Works
Director of Water Resource Recovery
Employment and Training Director
Executive Director Housing Authority
Executive Director, Rent Program
Fire Chief
Hearing Examiner Rent Program
Housing Director
Human Resources Personnel Officer
Internal Auditor
Labor Relations/Training Manager
Library/Community Services Director
Library and Cultural Services Director
Neighborhood Safety Director
Planning and Building Services Director
Planning Manager
Police Chief
Port Director
Project Manager I
Project Manager II
Project Manager III
Public Works Operations & Maintenance Director
Recreation Director
Redevelopment Director
Rent Board General Counsel
Resident Services Administrative Officer
Risk Manager
Senior Assistant City Attorney
Staff Attorney Rent Program

**ATTACHMENT B
Wage Schedule**

The present monthly pay rate for represented classification is:

Classification	Range	Minimum	Maximum
Administrative Chief	3.1	9024	14364
Assistant City Attorney	3.1	9024	14364
Assistant Police Chief	5.5	12338	19640
Chief Assistant City Attorney	5.1	10728	17078
City Clerk	2.1	8087	12873
City Engineer	4.1	9945	15830
City Prosecutor	2.1	8087	12873
Community and Economic Development Agency Director	5.1	10728	17078
Community Engagement Manager	2.1	8088	12873
Confidential Investigative and Appeals Officer	4.1	9945	15830
Deputy City Attorney I	2.1	8087	12873
Deputy City Attorney II	2.1	8087	12873
Deputy City Manager	5.5	12338	19640
Deputy Director of Community Services – Employment & Training	3.1	9024	14364
Deputy Director of Community Services – Library	3.1	9024	14364
Deputy Director of Community Services – Recreation	3.1	9024	14364
Deputy Director of Public Works (City Engineer)	3.1	9024	14364
Deputy Director, Rent Program	2.1	8087	12873
Deputy Fire Chief	5.1	10728	17078
Deputy Police Chief	5.1	10728	17078
Director of Community Development	5.2	11801	18785
Director of Community Services	5.1	10728	17078
Director of Finance	5.1	10728	17078
Director of Human Resources	5.1	10728	17078
Director of Information Technology	3.1	9024	14364
Director of Infrastructure Maintenance and Operations	5.1	10728	17078
Director of Public Works	5.1	10728	17078
Director of Water Resource Recovery	3.1	9024	14364
Employment and Training Director	3.1	9024	14364
Executive Director Housing Authority	3.1	9024	14364
Executive Director, Rent Program	3.1	9024	14364
Fire Chief	5.2	11801	18785
Hearing Examiner Rent Program	3.1	9024	14364
Housing Director	3.1	9024	14364
Human Resources Personnel Officer	4.1	9945	15830
Internal Auditor	2.1	8087	12873
Labor Relations/Training Manager	3.1	9024	14364
Library/Community Services Director	5.1	10728	17078
Library and Cultural Services Director	4.1	9945	15830
Neighborhood Safety Director	3.1	9024	14364
Planning and Building Services Director	5.1	10728	17078
Planning Manager	4.1	9945	15830
Police Chief	5.7	13572	20833
Port Director	5.1	10728	17078
Project Manager I	2.1	8087	12873
Project Manager II	3.1	9024	14364
Project Manager III	4.1	9945	15830
Public Works Operations & Maintenance Director	4.1	9945	15830
Recreation Director	4.1	9945	15830

**ITEM K-1
ATTACHMENT 2**

Redevelopment Director	3.1	9024	14364
Rent Board General Counsel	5.1	10728	17078
Resident Services Administrative Officer	2.1	8087	12873
Risk Manager	3.1	9024	14364
Senior Assistant City Attorney	4.1	9945	15830
Staff Attorney Rent Program	3.1	9024	14364

ATTACHMENT C

**SUMMARY OF CATASTROPHIC LEAVE POLICY, IMPLEMENTED BY
RESOLUTION NO. 159-92**

1. In order to be eligible, an employee must be suffering from a severe illness or injury expected to incapacitate the employee for an extended period of time, or a similar illness or injury to spouse, dependent minor child, or parent. Employee has to have one-year paid status and have exhausted all sick leave*, vacation, and compensatory leave. Cannot be used in conjunction with Workers' Compensation or Long-Term Disability benefits.
2. Employee's department director must recommend leave to City Manager for his/her approval. Initial approval is for 327 hours, additional hours may be approved.
3. Other employees may donate in hourly increments from their vacation balances. In order to donate, the employee must be able to maintain at least a 37.5-hour vacation balance for him/herself.
4. Once approved, the employee's department director, or designee, should circulate a memo to interested parties letting them know of the need for catastrophic leave. The back side of the memo should include the form an employee donor can fill out and submit to Finance.

* impossible to exhaust all sick leave on family member, as MOUs and ordinances limit the number of hours that can be used.

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**City of Richmond and IFPTE Local 21 –
Executive Management Unit**

**2022 Classification and Compensation Meet and Confer
City Proposal Number 1 – Version 4**

Date: May 24, 2023

Subjects: Classification and Compensation Study Implementation

TK
Jult
5-26-23

Proposal

The City proposes to implement the 2021 Segal Classification and Compensation Study for all represented classifications via the below side letter to the Parties' current MOU. The City further proposes to address the Union's interest for an across-the-board minimum increase for employees with four additional compensation enhancements to the Parties' MOU:

- 1) Increase the value of the January, 2024 base wage increase from 4.0% to 5.0%;
- 2) Increase the value of the January, 2025 base wage increase from 4.0% to 5.0%;
- 3) Establish a City contribution to a deferred compensation account for each Executive in the amount of 2.0% of each employee's semi-monthly base salary to occur each pay period starting July, 2023 and;
- 4) Add longevity pay as described in the proposed MOU language below.

MOU Side Letter Language

The City of Richmond ("City") and IFPTE Local 21 Executive Management Unit ("Union") (collectively, "the Parties") have met and conferred in good faith pursuant to California law and Article 6.1 of the Parties' 2021 - 2025 Memorandum of Understanding concerning implementation of the 2021 Segal Classification and Compensation Study. The Parties hereby agree as follows:

1. The Parties approve the IFPTE Local 21 Executive Management Unit Salary Adjustments from the Segal Classification and Compensation Study Final Report dated June 2021. (Attachment A.)
2. The Parties approve the IFPTE Local 21 Executive Management Unit Job Description updates from the Segal Classification and Compensation Study Final Report dated June 2021 as amended by the Parties. (Attachment B.)
3. The equity adjustments will be implemented the first full pay period following City Manager (or designee) approval of the job description changes. The City will recommend adoption of this side letter including Attachments A & B to the City Council.
4. The Parties shall conduct bi-weekly video conferences to review the City's progress implementing the Segal Classification and Compensation Study for the Executive Unit until the City has completed the process of adopting the updated job descriptions.

The City will implement the Compensation Study by placing employees in the proposed grade for their job classification as stated in Attachment A. Job classifications receiving an equity adjustment will be placed in the range reflecting the value of the equity adjustment recommendation by Segal. Job classifications that do not receive an equity adjustment will remain in their current salary range. Individual employees will be placed within their salary range at a point most similar to their current range that does not cause a reduction in base wage. The ranges will be divided into five equal portions to assess where the employee will be placed in the range to comply with the methodology detailed above.

Base Wage Increases, Deferred Compensation and Longevity Pay

The City will increase base wages for all classifications in the Executive Unit, establish a City deferred compensation contribution and establish longevity pay for Executives. These changes are separate from the agreed upon equity adjustments for the Executive Unit.

1. The monthly pay rate increase for January 1, 2024 described in Section 6.1 of the MOU will change from 4.0% to 5.0%.

TA Jult
5-26-23

2. The monthly pay rate increase for January 1, 2025 described in Section 6.1 of the MOU will change from 4.0% to 5.0%.
3. Section 7.18 of the MOU will be amended to add the following sentence: "Starting July 1, 2023, the City will contribute an amount equal to 2.0% of each employee's semi-monthly base salary into their deferred compensation account each pay period."
4. Section 6.12 will be added to the MOU and will read as follows:

"Longevity Pay

Effective the first full pay period in July, 2023, eligible employees shall receive longevity pay as follows:

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.

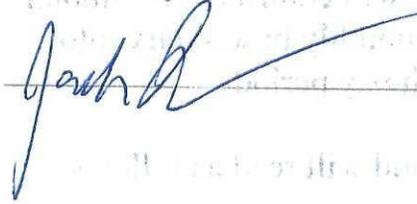
An employee who has completed ten years of service at the City will receive an additional longevity pay in the amount of 2.5% of base salary effective the first full pay period following their tenth anniversary date, increasing their total longevity pay to 4.5%.

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%."

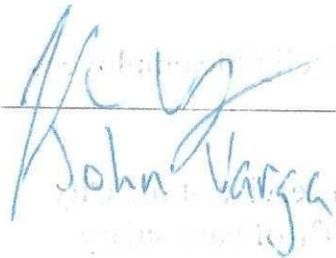
TA
JWH
5-26-23

The Parties will not further amend their current Memorandum of Understanding as a result of this Agreement. This Agreement embodies all items agreed upon by and between the Parties regarding the Study as addressed above.

For the City:

 5-26-23

For the IFPTE Local 21 Executive Management Unit:

 5/26/23

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