

RICHMOND POLICE OFFICERS' ASSOCIATION (RPOA) AND THE CITY OF RICHMOND
2016-2021 MEMORANDUM OF UNDERSTANDING (MOU)

- **TERM OF AGREEMENT:**

- July 1, 2016 through June 30, 2021

- **RETIREE HEALTH BENEFIT CONTRIBUTION:**

- Effective 01/01/2017, employees in RPOA classifications, will contribute **\$150 per month toward retiree health benefits.**
- Effective 01/01/2018, employees in RPOA classifications will contribute an additional \$75 per month toward retiree health benefits, for a **total monthly contribution of \$225** per month toward retiree health benefits.
- Effective 01/01/2019, employees in RPOA classifications will contribute an additional \$25 per month toward retiree health benefits, for a **total monthly contribution of \$250** per month toward retiree health benefits.
- Effective 01/01/2020, employees in RPOA classifications will contribute an additional \$25 per month toward retiree health benefits, for a **total monthly contribution of \$275** per month toward retiree health benefits.
- Effective 01/01/2021, employees in RPOA classifications will contribute an additional \$25 per month toward retiree health benefits, for a **total monthly contribution of \$300** per month toward retiree health benefits.
- All retiree health benefit contributions made by employees will be deposited into an irrevocable account, which shall be negotiated and agreed upon by both the RPOA and the City within the first year of this contract.

- **REOPENER:**

- The parties agree to two (2) non-economic reopeners of the RPOA MOU at the request of the RPOA at any time during the term of the MOU, and the parties agree to one (1) economic reopener of the RPOA MOU at the request of the RPOA at any time during the term of the MOU.

- **SALARY ADJUSTMENT**

- **Additional Compensation** - RPOA members will receive additional compensation in the amount equal to any new compensation provided to any other bargaining unit, including but not limited to I.A.F.F. Local 188, Richmond Fire Management Association (RFMA), SEIU Local 1021, IFPTE Local 21, and Richmond Police Management Association (RPMA), during the term of this MOU. (including but not limited to salary increases, uniform allowance, longevity, medical benefits, payment for unused sick leave etc.). This section does not apply to any benefits or compensation that members of other bargaining units currently receive, that are greater than the benefits or compensation received by members of RPOA or

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benefits or compensation currently not received by members of RPOA. If any current MOU is extended beyond the current term and during the term of this MOU, members of RPOA will receive any additional compensation received by members of other bargaining units.

- General Fund Major Revenue Baseline Projections - RPOA members may receive salary adjustments pursuant to the attached document, which outlines General Fund Major Revenue Baseline Projections, and corresponding Contingent Salary Increases that will be provided to members of the RPOA. "Revenue" is defined as the sum of property tax, sales tax, and utility tax. The maximum salary adjustment that may be received pursuant to this section is five percent (5.0%) over the term of this contract. If, during the term of this agreement, Revenues drop by 3.5% (or greater), the City can request to reopen the contract to discuss economics, but only if the RPOA had previously received a salary increase pursuant to the attached document. If the RPOA received any salary increase (or other economic enhancement) that was triggered by another provision of this contract, the City cannot reopen the contract pursuant to this section.
- In each fiscal year the RPOA may receive the greater of the Additional Compensation section or the General Fund Major Revenue Baseline Projections section. The RPOA cannot receive a salary increase under both the Additional Compensation section and the General Fund Major Revenue Baseline Projections section in the same fiscal year. If the RPOA receives compensation pursuant to the Additional Compensation section, the five percent (5.0%) cap set forth in the General Fund Major Revenue Baseline Projections section, does not apply.
- **RETIREE HEALTH CARE**
 - Retiree health care shall be vested at the current levels for all employees who retire from the City of Richmond pursuant to RPOA MOU Article 13.B.7-Retired Employees.
- **TENTATIVE AGREEMENTS**
 - All tentative agreements previously reached by the parties during the negotiations process, will be included as part of this tentative agreement and will be incorporated into the MOU.
- This tentative agreement shall not bind the parties until it is ratified by the RPOA and by the Richmond City Council.

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Date: 12/20/16

FOR RPOA:
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FOR THE CITY:
[Signature]

[Signature]

Donna Nuto
