

**ATTACHMENT A**

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

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• **TERM OF AGREEMENT:**

- January 1, 2017 through December 31, 2021

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

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

• **OPEB VESTING**

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

• **REOPENER:**

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

• **SALARY ADJUSTMENT**

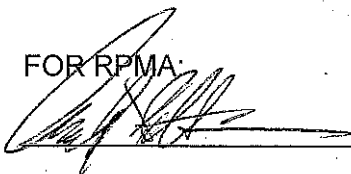
- Additional Compensation - RPMA members will receive additional compensation in the amount equal to any new compensation provided to I.A.F.F. Local 188, and IFPTE Local 21, during the term of this MOU. (including but not limited to salary increases, uniform allowance, longevity, medical benefits, payment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

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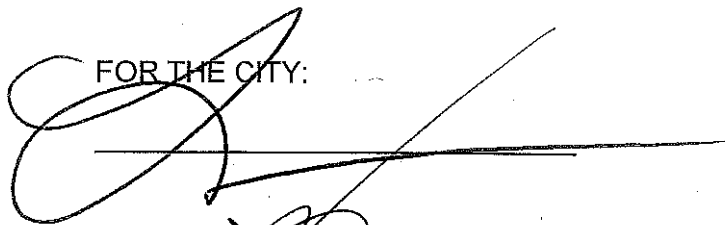
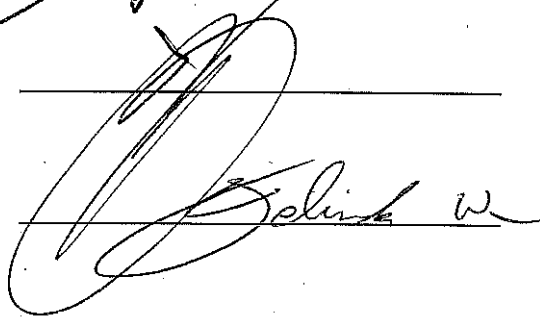
- **ADMINISTRATIVE LEAVE**
  - Effective 07/01/2017, employees in RPMA classifications will receive one (1) additional administrative leave day per year.
  - Effective 07/01/2018, employees in RPMA classifications will receive one (1) additional administrative leave day per year.
- **SICK LEAVE BUY-BACK**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

Date: 12/20/14

FOR RPMA:

  
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FOR THE CITY:

  
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