

IFPTE LOCAL 21 AND THE CITY OF RICHMOND
2013-2019 MEMORANDUM OF UNDERSTANDING

- **TERM OF AGREEMENT:**

- The MOU, currently set to expire on June 30, 2017, will be extended to June 30, 2019. Therefore, the term of the MOU will be July 1, 2013 through June 30, 2019.

- **OPEB (RETIREE MEDICAL) CONTRIBUTION:**

- Effective 01/01/2017, employees in IFPTE Local 21 classifications, will contribute \$50 per month toward OPEB.
- Effective 01/01/2018, employees in IFPTE Local 21 classifications will contribute an additional \$50 per month toward OPEB, for a total monthly contribution of \$100 per month toward OPEB.
- Employees in any of the Executive Management classifications will be subject to the same contributions being required by IFPTE Local 21, as delineated above.

- **ACTIVE EMPLOYEE MEDICAL CONTRIBUTION:**

- Effective 01/01/2017, employees in IFPTE Local 21 classifications will contribute \$100 per month for active employee medical benefits.
- Effective 01/01/2018, employees in IFPTE Local 21 classifications will contribute an additional \$25 per month for active employee medical benefits, for a total monthly contribution of \$125 for active employee medical benefits.
- Employees in any of the Executive Management classifications will be subject to the same contributions being required by IFPTE Local 21, as delineated above.

- **ADMINISTRATIVE LEAVE:**

- 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).
- 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).

- **REOPENER:**

- The City agrees to reopen the contract with IFPTE Local 21, at the request of IFPTE Local 21, solely to discuss across-the-board salary adjustments (increases only), and two other matters of Local 21's choosing, at any time before the expiration of the MOU. The MOU can only be reopened once (pursuant to this clause) during the term of the MOU.

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• **SALARY INCREASE:**

- The City agrees to a "me-too" with SEIU Local 1021 on across-the-board salary increases. If, at any time during the term of this MOU, SEIU Local 1021 receives an across-the-board salary increase, IFPTE Local 21 will receive the same across-the-board salary increase
- This proposal shall not bind the parties until a tentative agreement is fully executed and the tentative agreement is ratified by IFPTE Local 21 and by the Richmond City Council.

Date: 6/15/14

FOR IFPTE LOCAL 21:

Dee Karnes
Dee Karnes, President

Jill Perry
Jill Perry, Vice President

Yolanda Skelton
Yolanda Skelton, Treasurer

Angela Walton
Angela Walton, Secretary

Jonathan Wright
Jonathan Wright, Local 21 Representative

not available to sign
Kyra Byrne-Steel, Local 21 Representative

FOR THE CITY:

Lisa Stephenson
Lisa Stephenson, HR Director

Maria Blue
Maria Blue, Principal Personnel Analyst