

IAFF LOCAL 188 AND THE CITY OF RICHMOND
2009-2022 MEMORANDUM OF UNDERSTANDING

- **TERM OF AGREEMENT:**
 - The MOU, currently set to expire on June 30, 2018, will be extended to June 30, 2022. Therefore, the term of the MOU will be July 1, 2009 through June 30, 2022.

- **OPEB (RETIREE MEDICAL) CONTRIBUTION:**
 - Effective 01/01/2017, employees in IAFF Local 188 classifications, will contribute \$200 per month toward OPEB.

 - Effective 01/01/2018, employees in IAFF Local 188 classifications will contribute an additional \$100 per month toward OPEB, for a total monthly contribution of \$300 per month toward OPEB.

 - Effective 07/01/2019, employees in IAFF Local 188 classifications will contribute an additional \$100 per month toward OPEB, for a total monthly contribution of \$400 per month toward OPEB.

- **ACTIVE EMPLOYEE MEDICAL CONTRIBUTION:**
 - Effective 01/01/2017, employees in IAFF Local 188 classifications will contribute \$100 per month for active employee medical benefits.

 - Effective 01/01/2018, employees in IAFF Local 188 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.

- **DIFFERENTIALS:**
 - During the term of this MOU, IAFF Local 188 has the option of requesting that the differentials outlined in their MOU (excluding longevity, bilingual, and EMT, which the City and Local 188 previously agreed to roll into the base) be rolled into base salary. If Local 188 exercises this option, they must provide Human Resources with at least three (3) months' notice prior to the anticipated effective date of the differentials being rolled into the base salary.

- **PAYMENT FOR UNUSED SICK LEAVE:**
 - Currently, employees represented by IAFF Local 188 who retire from City service are entitled to receive 50% of his/her accumulated sick leave at the effective date of their retirement. Effective 01/01/2019 this will increase to 60%.

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• **REOPENER:**

- The City agrees to reopen the contract with IAFF Local 188, at the request of IAFF Local 188, solely to discuss across-the-board salary adjustments (increases only) and one other item of Local 188's choosing at any time before the expiration of the MOU. The MOU can only be reopened twice (pursuant to this clause) during the term of the MOU.
- The City agrees to reopen the contract with IAFF Local 188, if there is a fiscal emergency, IAFF Local 188 agrees to reopen the contract at the request the City Manager (or his or her designee) to discuss the minimum staffing levels established in the July 8, 2014 extension agreement.

• **ALL OTHER TERMS AND CONDITIONS:**


- All other terms of conditions of the current IAFF Local 188 MOU, including the July 8, 2014 MOU extension agreement, remain in full force and effect during the term of this MOU.

- This proposal shall not bind the parties until a tentative agreement is fully executed and the tentative agreement is ratified by IAFF Local 188 and by the Richmond City Council.

Date: _____

01/22/14

FOR IAFF LOCAL188:



FOR THE CITY:

