

**CITY OF RICHMOND & I.F.P.T.E. LOCAL 21 - EXECUTIVE MANAGEMENT UNIT
SIDE LETTER OF AGREEMENT
SICK LEAVE CASHOUTS – NOVEMBER 16, 2022**

The City of Richmond ("City") and I.F.P.T.E. Local 21 - Executive Management Unit ("Union") (collectively, "the Parties") have discussed a unique issue concerning sick leave payouts pertaining to the City's Public Safety Executive Management employees (Police Chief, Assistant Police Chief, Fire Chief, Deputy Fire Chief). Pursuant to the provisions of the Myers Millias Brown Act ("MMBA"), the Parties have met and conferred about this issue and hereby agree as follows:

1. The following language shall be added to Section 8.3 ("Sick Leave") of the current IFPTE Local 21 - Executive Management Memorandum of Understanding:

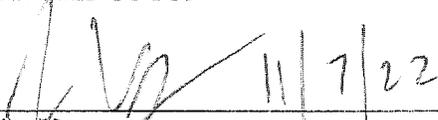
I. Sick Leave Cash Out at Separation

Fire safety management employees represented under this collective bargaining agreement who retire from City service for reasons other than disability shall be entitled to receive pay for their accumulated sick leave at the same rate and terms afforded to fire management employees represented by the Richmond Fire Management Association.

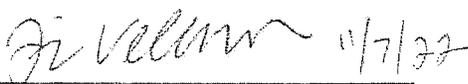
Police safety management employees represented under this collective bargaining agreement who retire or separate in good standing from City service shall be entitled to receive pay for their accumulated sick leave, at the same rate and terms afforded to police management employees represented by the Richmond Police Management Association.

The Parties will not further amend their current Memorandum of Understanding as a result of this side letter. This side letter constitutes the Parties' complete agreement concerning the sick leave payout addressed above.

FOR THE UNION

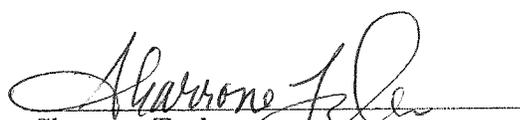


John Varga
Richmond Chapter
I.F.P.T.E. Local 21, Executive
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Lina Velasco, President
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FOR THE CITY OF RICHMOND



Sharrone Taylor
Interim Human Resources Director

Approved as to Form:



Shannon Moore
Chief Assistant City Attorney