

CITY OF RICHMOND COMPENSATION MATRIX – SAFETY GROUPS

AS OF JANUARY 1, 2026

EMPLOYEE UNIT:	POLICE MANAGEMENT	POLICE OFFICERS	FIRE MANAGEMENT	FIRE FIGHTERS
		<u>BENEFITS SUMMARY</u>	<u>BENEFITS SUMMARY</u>	<u>BENEFITS SUMMARY</u>
Contract Date:	1/1/2023 – 12/1/2025	7/1/2022 – 6/30/2025	7/1/2023 – 6/30/2025	7/1/2022 – 6/30/2025
Most Recent COLA	6.5 % - 1/1/2025	4% - 1/1/2025	5.5% - 1/1/2025	3% - 1/1/2025
Next COLA	N/A	N/A	N/A	N/A
Previous COLAs	7% - 1/1/2024 13.5% - 1/1/2023 1% - 6/16/2022 3% - 1/1/2016	2% - 7/1/2024 6% - 1/1/2024 2% - 7/1/2023 2% - 1/1/2023 4% - 10/1/2022 1% - 6/16/2022 1% - 7/1/2018	2% - 7/1/2024 2% - 1/1/2024 2% - 7/1/2023 2% - 1/1/2023	2% - 7/1/2024 2% - 1/1/2024 2% - 7/1/2023 2% - 1/1/2023 1% - 6/16/2022 1% - 7/1/2018
PERS Plan Pension Reform – 1/1/2013¹	Classic: 3%@50 PEPRA: 2.7%@57	Classic: 3%@50 PEPRA: 2.7%@57	Classic: 3%@55 PEPRA: 2.7%@57	Classic: 3%@55 PEPRA: 2.7%@57
PERS City Contribution FY 25-26	22.04% Excludes Liability Payments	22.04% Excludes Liability Payments	22.04% Excludes Liability Payments	22.04% Excludes Liability Payments

¹ Pension Reform is applicable to employees who have never been a member of any public retirement system prior to January 1, 2013 OR employees who have moved between public retirement systems or public employers within the same retirement system after more than a 6-month break in service prior to employment at the City of Richmond.

CITY OF RICHMOND COMPENSATION MATRIX – SAFETY GROUPS

AS OF JANUARY 1, 2026

EMPLOYEE UNIT:	POLICE MANAGEMENT	POLICE OFFICERS	FIRE MANAGEMENT	FIRE FIGHTERS
PERS Employee-paid Member Contribution	Classic: EE pays 9% (Plus Cost Share 3%) PEPRA: EE pays 13%	Classic: EE pays 9% (Plus Cost Share 3%) PEPRA: EE pays 13%	Classic: EE pays 9% (Plus Cost Share 3%) PEPRA: EE pays 13%	Classic: EE pays 9% (Plus Cost Share 3%) PEPRA: EE pays 13%
Medicare (FICA)	1.45% City does not participate in Social Security			
Deferred Compensation	Employee Paid Optional 457 Program	Employee Paid Optional 457 Program	Employee Paid Optional 457 Program	Employee Paid Optional 457 Program
Professional Development	\$1,250 per fiscal year (see MOU 7.4 for specifics)	\$250 per fiscal year (wellness)	\$750 per fiscal year Up to \$250 of this amount may be used for health-related items	N/A
Tuition Reimbursement	\$400 fiscal year	\$800 fiscal year	\$400 fiscal year	\$400 fiscal year
Employee Unit Dues	Senate Bill 866 (Janus)	Senate Bill 866 (Janus)	Senate Bill 866 (Janus)	Senate Bill 866 (Janus)
Uniform Allowance (annual)	\$800 Can elect semiannually or monthly reimbursement	\$800 Can elect semiannually or monthly reimbursement	\$800 per fiscal year includes footwear	\$800 per fiscal year includes footwear
HEALTH BENEFITS				
Medical Plan Employer Paid City pays up to the Kaiser Rate Effective 1/1/2026	\$1,168.86 – Single \$2,337.72 – 2 Party \$3,039.04 – Family			

The summary of compensation provided in this document does not constitute a contract, express or implied, and any provisions contained in this document may be modified or revoked without notice. For more information, please refer to MOUs, Policies & Procedures, and Administrative Directives.

CITY OF RICHMOND COMPENSATION MATRIX – SAFETY GROUPS

AS OF JANUARY 1, 2026

EMPLOYEE UNIT:	POLICE MANAGEMENT	POLICE OFFICERS	FIRE MANAGEMENT	FIRE FIGHTERS
Active Employee Medical Contribution (amount paid by the EE regardless of what plan they are enrolled in)	\$0	\$0	\$125 / month	\$125 / month
Cafeteria Option (Cash-in-Lieu)	N/A	\$244 month	\$150 month Single \$200 month 2 Party or Family	\$150 month Single \$200 month 2 Party or Family
Dental <i>Effective 7/1/2025</i> Employer Paid	\$115.61 monthly Flat Rate	\$115.61 monthly Flat Rate	\$115.61 monthly Flat Rate	\$115.61 monthly Flat Rate
Vision <i>Effective 7/1/2025</i> Employer Paid	\$13.87 monthly Flat Rate	\$13.87 monthly Flat Rate	\$13.87 monthly Flat Rate	\$13.87 monthly Flat Rate
Other Post Employment Benefits (OPEB)	\$525 per month employee paid contribution	\$300 per month employee paid contribution	\$400 per month employee paid contribution	\$400 per month employee paid contribution
Long Term Disability Employer Paid	60% of monthly salary up to a max monthly benefit of \$5,000 (1.21% of Payroll)	Max monthly benefit of \$10,000 (Review CLEA website) (\$32 per month)	60% of monthly salary up to a max monthly benefit of \$5,000 (1.21% of Payroll)	Max monthly benefit of \$11,000 (Review CAPF website) (\$29.50 per month)
Life Insurance Employer Paid	2 times annual earnings Max of \$250,000	\$50,000 Life \$50,000 AD&D	1 ½ times annual earnings Max of \$250,000	\$50,000

The summary of compensation provided in this document does not constitute a contract, express or implied, and any provisions contained in this document may be modified or revoked without notice. For more information, please refer to MOUs, Policies & Procedures, and Administrative Directives.

CITY OF RICHMOND COMPENSATION MATRIX – SAFETY GROUPS

AS OF JANUARY 1, 2026

EMPLOYEE UNIT:	POLICE MANAGEMENT	POLICE OFFICERS	FIRE MANAGEMENT	FIRE FIGHTERS
Employee Assistance Program (EAP) Employer Paid	Employer Paid \$3.04 monthly 12 Sessions	Employer Paid \$3.04 monthly 12 Sessions	Employer Paid \$3.04 monthly 12 Sessions	Employer Paid \$3.04 monthly 12 Sessions
LEAVES / ACCRUALS				
Vacation Accrual	80 hours / year 1 – 3 years 120 hours / year 4 – 10 years 160 hours / year 11 – 15 years 200 hours / year 16 – 25 years 240 hours / year 26+ years	80 hours / year 1 – 3 years 120 hours / year 4 – 12 years 160 hours / year 13 – 20 years 200 hours / year 21 – 25 years 240 hours / year 26+ years	<p style="text-align: center;">40 Hour EEs</p> 12 days / year 0 – 5 years 18 days / year 5+ -10 years 20 days / year 10+ -15 years 24 days / year 15+ -25 years 26 days / year 26-27 years 27 days / year 28-29 years 28 days / year 30 years 30 days / year 31+ years	<p style="text-align: center;">40 Hour EEs</p> 12 days / year 1 – 5 years 18 days / year 5+ -20 years 24 days / year 20+ -25 years 26 days / year 25+ years
Sick Leave	Eight (8) hours / month Unlimited accrual	Eight (8) hours / month Unlimited accrual	8 hours / month (40 hr EEs) 12 hours / month (56 hr EEs) Unlimited accrual	8 hours / month (40 hr EEs) 12 hours / month (56 hr EEs) Unlimited accrual

The summary of compensation provided in this document does not constitute a contract, express or implied, and any provisions contained in this document may be modified or revoked without notice. For more information, please refer to MOUs, Policies & Procedures, and Administrative Directives.

CITY OF RICHMOND COMPENSATION MATRIX – SAFETY GROUPS

AS OF JANUARY 1, 2026

EMPLOYEE UNIT:	POLICE MANAGEMENT	POLICE OFFICERS	FIRE MANAGEMENT	FIRE FIGHTERS
Compensatory Time	N/A	120 maximum hours	480 maximum hours	100 maximum hours (40 hr EEs) 144 maximum hours (56 hr EEs)
Administrative Leave	7 Days / Fiscal Year (Police Captains) 2 Days / Fiscal Year (Police Lieutenants)	N/A	5 Days /Fiscal Year (40 hr EEs)	N/A
Holidays / Floating	18 Holidays + 3 floating holidays (Calendar Year)	16 Holidays + 1 floating holiday (Calendar Year)	14 Holidays + 4 Floating Holidays (40 hr EEs) (Calendar Year) Holiday pay for 17 Holidays at a rate of 12 hours per holiday (56 hr EEs)	14 Holidays + 18 hrs of Floating Holiday (40 hr EEs) (Calendar Year) Holiday pay for 15 Holidays at a rate of 12 hours per holiday (56 hr EEs)
Bereavement Leave <i>See respective MOUs for additional information</i>	Four (4) consecutive working days	Four (4) consecutive working days	Immediate Family: Four (4) consecutive working days (40 hr EEs) 2 consecutive 24 hour work shifts (56 hr EEs) Other qualified relatives: One day shift	Immediate Family: Four (4) consecutive working days (40 hr EEs) 2 consecutive 24 hour work shifts (56 hr EEs) Other qualified relatives: One day shift

Rev. 1/1/2026