



# AGENDA REPORT

Human Resources

<b>DATE:</b>	October 18, 2022
<b>TO:</b>	Mayor Butt and Members of the City Council
<b>FROM:</b>	Sharrone Taylor, Interim Human Resources Director Nickie Mastay, Deputy City Manager Jaclyn Gross, Deputy City Attorney
<b>SUBJECT:</b>	Proposed Resolution Approving a Memorandum of Understanding between the City of Richmond and the Richmond Police Officers Association (RPOA)
<b>FINANCIAL IMPACT:</b>	Adoption of the Memorandum of Understanding (MOU) for Richmond Police Officers Association (RPOA) Bargaining Unit is projected to increase payroll costs by a total of \$5,927,427 based on the terms of the agreement (July 1, 2022, through June 20, 2025).
<b>PREVIOUS COUNCIL ACTION:</b>	<a href="#">Click or tap here to enter text.</a>
<b>STATEMENT OF THE ISSUE:</b>	The City's Memorandum of Understanding with the Richmond Police Officers' Association expired June 30, 2022. RPOA and the City negotiated regarding a successor MOU. On September 28, 2022, the parties reached a Tentative Agreement, which will establish a new MOU effective July 1, 2022, through June 30, 2025. This agreement is subject to final approval by the City Council.
<b>RECOMMENDED ACTION:</b>	ADOPT a resolution approving a successor Memorandum of Understanding between the City of Richmond and the Richmond Police Officers' Association for the term of July 1, 2022, through June 30, 2025; and DIRECT the City Manager or designee to update the publicly available salary schedule with the adopted wage increases during the term of the MOU – Human Resources Department/City Attorney's Office (Sharrone Taylor/Nickie Mastay/Jaclyn Gross 510-620-6602).

## **DISCUSSION:**

In February 2022, the City and Richmond Police Officers' Association (RPOA) began negotiations to develop a successor Memorandum of Understanding (MOU) to the MOU that expired June 30, 2022. On September 28, 2022, the parties reached a Tentative Agreement, the components of which are delineated below:

- MOU effective dates: July 1, 2022 — June 30, 2025.
- RPOA shall receive a 20% salary increase over 3 years, as follows:
  - Effective the first full pay period in October, 2022, the City will increase base wages by 4.0%.
  - Effective the first full pay period in January, 2023, the City will increase base wages by 2.0%.
  - Effective the first full pay period in July, 2023, the City will increase base wages by 2.0%.
  - Effective the first full pay period in January, 2024, the City will increase base wages by 6.0%.
  - Effective the first full pay period in July, 2024, the City will increase base wages by 2.0%.
  - Effective the first full pay period in January, 2025, the City will increase base wages by 4.0%.
- Removes the “me too,” revenue trigger, and reopener clauses.
- During the first three months following City Council adoption of the MOU, the parties will meet with the goal of reaching agreement upon one or more side letters concerning the following subjects:
  - Paid release time for RPOA business
  - Separating grievance and disciplinary appeal procedures
  - Any other subjects mutually agreed to be discussed by the parties
- The City and RPOA also agreed to make non-economic language changes to MOU provisions, which will be incorporated into the final MOU.

The RPOA and the City negotiated in good faith to establish new terms and conditions of employment that would be effective following the expiration of the RPOA prior MOU. Exhibit A – Memorandum of Understanding of Attachment 1 – Resolution details the new terms and conditions of employment that will be effective July 1, 2022, through June 30, 2025.

## **FINANCIAL IMPACT:**

Adoption of the MOU for RPOA Bargaining Unit is projected to increase payroll costs by a total of \$5,927,427 based on the terms of the agreement (July 1, 2022 through June 20, 2025). Of this total cost, \$1,218,520 is during Fiscal Year 2022-2023, \$2,258,202 is during Fiscal Year 2023-2024, and \$2,450,705 is during Fiscal Year 2024-2025.

**RECOMMENDATION:**

City staff recommends the City Council adopt the proposed resolution approving a successor MOU between the City of Richmond and the RPOA with effective dates from July 1, 2022 through June 30, 2025. City staff further recommends that the City Council direct the City Manager or her designee to update the publicly available salary schedule with the adopted wage increases during the term of the MOU.

**DOCUMENTS ATTACHED:**

Attachment 1 – Resolution  
Exhibit A – Memorandum of Understanding