

TENTATIVE AGREEMENT  
BETWEEN IFPTE LOCAL 21 AND THE CITY OF RICHMOND  
2013-2016 MEMORANDUM OF UNDERSTANDING – MOU EXTENSION

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**TERM OF MOU**

- Extend MOU (currently set to expire June 30, 2016) to June 30, 2017.

**SALARIES**

- The 2% wage increase currently scheduled for July 1, 2014, will be deferred to July 1, 2015. Therefore, on July 1, 2015, IFPTE Local 21 will receive a 4% increase (2% that was already negotiated to be received on 07/01/15 and the 2% deferred from 07/01/14).
- If SEIU Local 1021 receives any additional salary increases, as part of their agreement to defer salary increases previously negotiated, the City agrees to re-open the MOU with IFPTE Local 21 solely to discuss wage increases.

**BENEFITS**

- Forgo the December 16, 2014 Vacation Sell-Back.
- Forgo the Professional Development funds for fiscal year July 1, 2014 to June 30, 2015.
- Forgo the February 16, 2015 Sick Leave Sell-Back. Employees will still be allowed to convert sick leave accruals to vacation in accordance with the requirements laid out in the IFPTE Local 21 MOU.
- The City agrees to lift the vacation accrual cap for IFPTE Local 21 members from July 1, 2014 through January 1, 2016. On January 1, 2016, the accrual cap will be reinstated and employees will lose any accruals over the cap.
- If SEIU Local 1021 receives any enhancements to the benefits listed above, in exchange for their agreement to forgo those benefits for a time period, the enhancements received by SEIU Local 1021 will be provided to IFPTE Local 21.

**LAYOFFS**

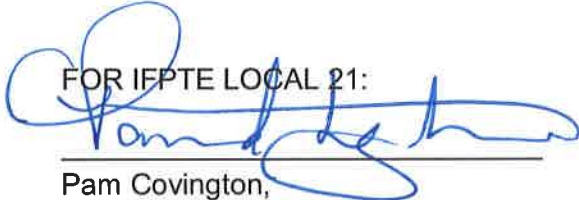
- The City agrees to make every reasonable effort to minimize or to apply the value of the deferrals listed above, to retaining IFPTE Local 21 members and when possible, forgo layoffs of IFPTE Local 21 members during the wage deferral period (July 1, 2014 through June 30, 2015).

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Date: JUNE 8, 2014

FOR IFPTE LOCAL 21:




Pam Covington,  
Business Agent



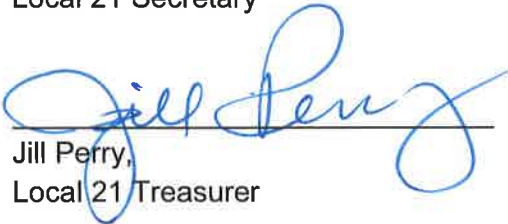
Al Shanklin,  
Local 21 President



Tim Higaes,  
Local 21 Vice-President



Dee Karnes,  
Local 21 Secretary




Jill Perry,  
Local 21 Treasurer

FOR THE CITY:



Lisa Stephenson,  
Human Resources Director



Donna Newton,  
Labor Relations Manager



Jessica Somera,  
Human Resources Technician



Veronica Duarte de Castro,  
Human Resources Technician