



SEIU Local 1021 City of Richmond Tentative Agreement Summary April 26, 2023

The elected Bargaining Team has reached a Tentative Agreement (TA) for our contract re-opener on the classification and compensation study. Our Bargaining Team recommends a 'YES' vote. The vote schedule is on the back side of this summary.

TA Summary

There will be a 4% raise effective the pay period which includes July 1, 2023.

The raise is for both full-time and part-time units.

This is in addition to the raises in the contract which are 5% January 1, 2023, 4% January 1, 2024, and 4% effective January 1, 2025.

Equity Adjustments:

The changes to job description and equity adjustments affects the full-time unit only.

Currently, the Union has submitted all job description changes to the City. Once the City has completed their review and the Union has checked the City's changes, the City will send and recommend to approve the new Job descriptions to the Personnel Board. Once the Personnel Board has adopted the new job descriptions the City will recommend and send the equity adjustment changes to the City Council. The Union and the City will meet Bi-weekly to make sure this process is moving forward.

The equity adjustments for the General Employees Unit will be implemented

the first full pay period following City Personnel Board adoption of the Job Description changes.

The City will implement the Compensation Study by placing employees in the proposed grade for their job classification as stated in Attachment A (posted to our website at seiu1021.org/city-richmond). Job classifications receiving an equity adjustment will be placed in the range reflecting the value of the equity adjustment recommended by Segal.

Job classifications that do not receive an equity adjustment will remain in their current salary range. Individual employees will be placed at a step within their salary range that is most similar to their current range that does not cause a reduction in base wage.

For more information contact the bargaining team and/or the SEIU 1021 Field Representative:
ossee.desmangles@seiu1021.org.

SEIU 1021 Bargaining Team: Gregory Everetts, Kevin Tisdell, Tania Swartz, Brenda McNeil, Rosanne Ryken, Cheryl Cardenas, Fidencio Morales and Mapuana Bal.

SEIU Local 1021 City of Richmond Tentative Agreement Ratification Vote Schedule

***Wednesday
May 3***

- **City of Richmond Dispatch Center (Nevin) Breakroom
5:30 a.m. - 6:30 a.m. &
5:30 p.m. - 6:30 p.m.**
- **Police Department
1701 Regatta Blvd.,
Admin 1 Conference Room
6 a.m. - 8 a.m. &
2:30 p.m. - 3:30 p.m.**
- **Richmond City Hall
Auditorium
7 a.m. - 6 p.m.**

***Thursday
May 4***

- **Richmond City Hall
Auditorium
7 a.m. - 6 p.m.**
- **Police Department
1701 Regatta Blvd.,
Admin 1 Conference Room
6 p.m. - 7 p.m.**

***VOTE COUNT
Friday, May 5
Richmond City Hall
Auditorium
10 a.m.***