

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: AMY REEVE, DIRECTOR OF HUMAN RESOURCES
HUMAN RESOURCES DEPARTMENT
SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT
17– PROFESSIONAL ATTORNEYS REPRESENTED BY THE
SANTA ROSA CITY ATTORNEYS' ASSOCIATION, EFFECTIVE
JULY 1, 2021 THROUGH JUNE 30, 2024 AND AMENDMENT TO
THE FISCAL YEAR 2022-23 ADOPTED BUDGET WITHIN
GENERAL FUND

AGENDA ACTION: RESOLUTION

RECOMMENDATION

It is recommended by the Human Resources Department and the City Manager's Office that the Council, by resolution: (1) adopt the Memorandum of Understanding for and on behalf of, the employees in the City's Bargaining Unit 17 – Professional Attorneys effective July 1, 2021 to June 30, 2024; and (2) amend the fiscal year FY 22/23 adopted budget to increase appropriations by \$114,885 from the General Fund unassigned fund balance to cover the costs associated with this agreement.

EXECUTIVE SUMMARY

By adopting this Resolution, Council will bring this bargaining unit under contract through June 30, 2024 and will amend the adopted FY 22/23 budget in order to provide funds for these additional costs that were not agreed upon at the time of budget adoption.

BACKGROUND

The City's representatives and representatives of the City's Unit 17 – Professional Attorneys, have met and conferred concerning a successor Memorandum of Understanding and have agreed on a contract. The significant changes to the new agreement are: a 3.0% salary increase effective July 17, 2022, a 2.5% salary increase effective July 17, 2022, a 2.5% salary increase effective the first full pay period following July 1, 2023, and a one-time, non-pensionable lump sum payment of \$5,000.

ANALYSIS

Chapter 2-36 of the Santa Rosa City Code and the Rules and Regulations pertaining to Employer-Employee Relations adopted thereunder, establishes procedures and a reasonable period of time for the meet and confer process to take place between the City's management representatives and representatives of recognized employee organizations, all in accordance with the provisions of the Meyers-Milias-Brown Act and applicable laws.

A summary of the changes to the Unit 17 – Memorandum of Understanding, effective July 1, 2021 to June 30, 2024:

- A 3.0% salary increase effective July 17, 2022
- A 2.5% salary increase (compounded on the 3%) effective July 17, 2022
- A 2.5% salary increase effective the first full pay period following July 1, 2023
- A one-time, non-pensionable lump sum payment of \$5,000
- One additional holiday (Cesar Chavez)
- \$500 annually for wellness
- Other MOU language clean-up

FISCAL IMPACT

The estimated cost of this resolution for Fiscal Year (FY) 2022-23 is \$114,885. Funding for these expenditure increases is not included in the FY 2022-23 adopted budget and will be appropriated from the General Fund unassigned fund balance into the City Attorney's Office budgeted home org, 030000.

ENVIRONMENTAL IMPACT

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guidelines Section 15378.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENTS

- Attachment 1 – Redline MOU Unit 17
- Resolution
- Exhibit A – MOU Unit 17

CONTACT

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