



CORRECTING A CLERICAL ERROR IN THE MOU FOR THE CITY OF SANTA ROSA'S UNIT 9 – POLICE SAFETY MANAGEMENT

City Council Meeting
July 26, 2022

Amy Reeve,
Director of Human Resources
Human Resources Department

BACKGROUND

The Police rank and file unit has bilingual pay of 5% for officers who are verbally fluent in Spanish and a 3% pay incentive for officers who are not verbally fluent but are able to converse in Spanish well enough to complete a basic investigation.

Prior to 2007, the Police Managers Association (PMA), 2006-2009 Memorandum of Understanding (MOU) covered only Sergeants and provided for the same two levels of levels of bilingual benefits as the police rank and file unit.

BACKGROUND

In March 2007, and January 2009, the Council passed two separate resolutions recognizing the PMA as the exclusive representative for the Lieutenants and Captains.

The 2009-2011 PMA MOU, which was subsequently negotiated, continued to provide 3% and 5% levels for Sergeants, but only the 5% level for Lieutenants and Captains.

BACKGROUND

In March 2022, while reviewing payroll elements it was discovered that, despite the MOU language only providing a 3% level for Sergeants, the City paid eligible Lieutenants and Captains at the 3% and 5% levels, depending on their skill levels. Once this was discovered, the City stopped paying the benefit.

Analysis

The City investigated the omission of the 3% level from the text of the PMA MOU and concluded that the omission was a clerical error.

Because the employees actually received the premium, this correction shall be deemed retroactive to March 6, 2007, for pension purposes. Employees who previously received the premium would be reimbursed for the period of March 1, 2022, to the date of Council approval of the agreement.

Fiscal Impact

There will be no fiscal impact in the FY 2022-23 budget as the bilingual premium has been included in the budget for salaries and benefits. No additional funds for FY 2022-23 are required.

RECOMMENDATION

It is recommended by the Human Resources that Council, by resolution, authorize the City Manager to execute a Side Letter Agreement to correct a clerical error in the MOU for Santa Rosa's Unit 9 – Police Safety Management, represented by the PMA that all Unit 9 employees will continue to be eligible for the 3% bilingual premium.

QUESTIONS?