

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL

FROM: GOLBOU GHASSEMIEH, HUMAN RESOURCES DIRECTOR,  
HUMAN RESOURCES DEPARTMENT

SUBJECT: APPROVAL OF MEMORANDUM OF UNDERSTANDING, UNIT 17  
– PROFESSIONAL ATTORNEYS AND AMENDMENT TO THE  
FISCAL YEAR 2017-18 ADOPTED BUDGET WITHIN GENERAL  
FUND

AGENDA ACTION: RESOLUTION

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RECOMMENDATION

It is recommended by the Human Resources Department and the City Manager's Office that the Council, by resolution, (1) approve the Memorandum of Understanding for Unit 17 – Professional Attorneys for the period of July 1, 2017 through June 30, 2020; and, (2) amend the fiscal year FY 17/18 adopted budget to increase appropriations by \$46,650 from the General Fund unassigned fund balance to cover the costs associated with this agreement.

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EXECUTIVE SUMMARY

By adopting this Resolution Council will bring the subject bargaining unit under contract for a 36-month period, and will amend the adopted FY 17/18 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 Unit 17 have met and conferred concerning successor Memorandum of Understanding and have agreed on a three year contract. The significant change to the amendment and new agreement is a 3% salary increase in year 1, 3% increase in year 2, 2.5% increase in year 3, City contribution to applicable retirement funds, and a Short-Term Disability benefit extended to all unit members.

## APPROVAL OF MEMORANDUM OF UNDERSTANDING, UNIT 17

### 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 agreements made with Unit 17 is as follows:

- Effective the first full pay period following July 1, 2017 salary increase of 3% with a contribution to the applicable Retiree Health fund of 0.25%.
- Effective July 1, 2018 salary increase of 3% with a contribution to the applicable Retiree Health fund of 0.25%.
- Effective July 1, 2019 salary increase of 2.5% with a contribution to the applicable Retiree Health fund of 0.25%.

### FISCAL IMPACT

The total cost of this resolution is \$46,650. Funding for these expenditure increases is not included in the FY 2017-18 adopted budget and is being appropriated from the General Fund unassigned fund balance.

### 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 Guideline section 15378.

### BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

### NOTIFICATION

Not applicable.

### ATTACHMENTS

- Attachment 1 MOU Unit 17
- Resolution/Exhibit A – MOU for Unit 17

### CONTACT

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