

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL  
FROM: DOMINIQUE BLANQUIE, HUMAN RESOURCES DIRECTOR  
SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 3 –  
MAINTENANCE, REPRESENTED BY THE OPERATING  
ENGINEERS, LOCAL UNION NO. 3, EFFECTIVE JULY 1, 2024  
THROUGH JUNE 30, 2027

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, adopt the Memorandum of Understanding for an agreement for, and on behalf of, the employees in the City's Bargaining Unit 3 – Maintenance, represented by the Operating Engineers, Local Union No. 3, and effective July 1, 2024 to June 30, 2027.

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EXECUTIVE SUMMARY

By adopting this Resolution, Council will bring this bargaining unit under contract through June 30, 2027.

BACKGROUND

The City's representative and representatives of Operating Engineers, Local Union No. 3, representing the City's Unit 3 – Maintenance, 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 7% salary increase effective the first full pay period including July 1, 2024, a 4% salary increase effective the first full period following July 1, 2025, a 4% salary increase effective the first full period following July 1, 2026, a market equity adjustment of up to 5% effective the pay period following July 1, 2025 for classifications with a base wage more than 10% below market average, and a market equity adjustment effective the pay period following July 1, 2025 for non-surveyed classifications that are tied to a benchmark classification that receives a base wage increase to maintain the differential recommended.

PRIOR CITY COUNCIL REVIEW

Not applicable.

## 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 3 – Memorandum of Understanding, effective July 1, 2024 to June 30, 2027:

- A 7% salary increase effective the first full pay period including July 1, 2024
- A 4% salary increase effective the first full period following July 1, 2025
- A 4% salary increase effective the first full period following July 1, 2026
- A market equity adjustment of up to 5% effective the pay period following July 1, 2025 for classifications with a base wage more than 10% below market average to bring the classification's base wage up to 10% below market average
- A market equity adjustment effective the pay period following July 1, 2025 for non-surveyed classifications which are tied to a benchmark classification that receives a base wage increase to maintain the differential recommended
- One additional holiday (Juneteenth)
- Expanding the short-term disability plan to include a paid family leave benefit
- Expanding Shift Differential to particular maintenance classifications regularly assigned to work the night shift
- Other MOU language clean-up and clarification

## FISCAL IMPACT

The estimated cost of this resolution for Fiscal Year (FY) 2024-25 is \$628,213. Funding for these expenditure increases has been included in the FY 2024-25 budget. The impact to the General Fund in FY 2024-25 is \$479,759, with an ongoing cost of \$1,474,762 per year after the third year of the contract. This will contribute to the deficit going forward and will be paid for with unassigned reserves in future years unless offset by expenditure reductions or revenue increases, or both, to bring the General Fund budget into balance.

## ENVIRONMENTAL IMPACT

The Council finds that the proposed action is exempt from the provisions of the California Environmental Quality Act (CEQA) under section 15061(b)(3) and 15378 in that there is no possibility that the implementation of this action may have significant effects on the environment, and that no environmental review is required.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENTS

- Attachment 1 – Redline MOU
- Resolution/Exhibit A – MOU Unit 3 – Maintenance

PRESENTER

Siara Goyer, Employee Relations Manager