

RESOLUTION NO. RES-2024-118

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA ADOPTING A MEMORANDUM OF UNDERSTANDING FOR AND ON BEHALF OF THE EMPLOYEES IN THE CITY OF SANTA ROSA'S UNIT 18 – MISCELLANEOUS MID-MANAGEMENT REPRESENTED BY THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS (“IBT”) LOCAL UNION NUMBER 856, EFFECTIVE JULY 1, 2024 THROUGH JUNE 30, 2027

WHEREAS, 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; and

WHEREAS, the City through its management representatives, has met and conferred in good faith with Teamsters Local Union Number 856, the recognized representative of the City's Unit 18 – Miscellaneous Mid-Management, and during this period in which the meet and confer process took place, the representatives of each have freely exchanged information, opinions, and proposals on matters regarding wages, hours and other terms and conditions of employment for employees in the City's Unit 18 – Miscellaneous Mid-Management; and

WHEREAS, the Council has fully considered the information, opinions and recommendations made by the Union during the meet and confer process on behalf of the employees in the City's Unit 18 – Miscellaneous Mid-Management; and

WHEREAS, the representatives of both the City and the Union have reached agreement on matters within the scope of representation and jointly prepared a written Memorandum of Understanding to be presented to the Council for determination; and

WHEREAS, the City's representatives have recommended that the Council adopt the Memorandum of Understanding.

NOW, THEREFORE, BE IT RESOLVED that the Council of the City of Santa Rosa adopts the recommended Memorandum of Understanding between the City of Santa Rosa and Teamsters Local Union Number 856, for and on behalf of the employees in the City's Unit 18 – Miscellaneous Mid-Management, in substantially the same form as Exhibit “A” hereto, subject to ratification by Unit 18 and approval as to form by the City Attorney.

BE IT FURTHER RESOLVED that, subject to ratification of the Memorandum of Understanding by Unit 18, the Council amends the City classification plan and salary plan for permanent budgeted positions in Unit 18 – Miscellaneous Mid-Management as follows:

- Effective the first full pay period including July 1, 2024, increase the salary range by 7%

- Effective the first full pay period following July 1, 2025, increase the salary range by 4%
- Effective the first full pay period following July 1, 2025, increase the base pay for each classification with a base wage more than 10% below market average using the final data provided by the 2024 Gallagher Total Compensation Study
- Effective the first full pay period following July 1, 2025, increase the base pay for each non-surveyed classification which is tied to a benchmark classification that receives a base wage increase to maintain the differential recommended by the 2024 Gallagher Total Compensation Study
- Effective the first full pay period following July 1, 2026, increase the salary range by 4%

BE IT FURTHER RESOLVED that the Council authorizes and directs the Mayor to execute the Memorandum of Understanding.

BE IT FURTHER RESOLVED that the Council authorizes and directs the City Manager or designee to implement and administer the Memorandum of Understanding and execute any supplements, modifications or amendments to the Memorandum of Understanding that are operational and not financial in nature, which may be necessary from time to time to implement its terms, subject to approval as to form by the City Attorney.

IN COUNCIL DULY PASSED this 9th day of July, 2024.

AYES: (5) Mayor N. Rogers, Vice Mayor Stapp, Council Members MacDonald, Okrepkie, C. Rogers

NOES: (0)

ABSENT: (2) Council Members Alvarez, Fleming

ABSTAIN/RECUSE: (0)

ATTEST: \_\_\_\_\_ APPROVED: \_\_\_\_\_  
City Clerk Mayor

APPROVED AS TO FORM: \_\_\_\_\_  
City Attorney

Exhibit A – MOU between the City of Santa Rosa and Teamsters Local Union Number 856, Unit 18 – Miscellaneous Mid-Management