

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL  
FROM: DOMINIQUE BLANQUIE, HUMAN RESOURCES DIRECTOR  
SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 9 –  
POLICE SAFETY MANAGEMENT REPRESENTED BY SANTA  
ROSA POLICE MANAGEMENT ASSOCIATION, 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 9 – Police Safety Management, represented by the Santa Rosa Police Management Association, 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 Santa Rosa Police Management Association, representing the City's Unit 9 – Police Safety Management, have met and conferred concerning a successor Memorandum of Understanding and have agreed on a contract. The significant changes to the new agreement are: extending the salary range for each bargaining unit classification by 5% effective the pay period including July 1, 2024, a 6% salary increase effective the pay period including July 1, 2024, a 3% salary increase effective the first full period following July 1, 2025, and a 3% salary increase effective the first full period following July 1, 2026.

PRIOR CITY COUNCIL REVIEW

Not applicable.

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

- Extending the salary range for each bargaining unit classification by 5% effective the pay period including July 1, 2024
- A 6% salary increase effective the pay period including July 1, 2024
- A 3% salary increase effective the first full period following July 1, 2025
- A 3% salary increase effective the first full period following July 1, 2026
- One additional fixed holiday (Juneteenth)
- Removal of floating holidays
- Adding a short-term disability plan, which includes a paid family leave benefit
- Revisions to timelines set forth in the Numbered Memorandum 12-04 addressing compensation for Police Managers, Sergeants will receive merit increases to reach top of salary range within four years of promotion, Lieutenants will receive merit increases to reach top of salary range within three years of promotion, Captains will receive merit increases to reach top of salary range within three years of promotion. All merit increases are subject to satisfactory performance.
- Changes to shift differential pay applicable to time worked during the employee's regularly scheduled work hours, 1% shift differential for swing shifts, 3% shift differential for midnight/grave shifts
- Changes to the Master Police Supervisor Education/Skills based pay. Sergeant from 7% to 10% at five years and from 9% to 12% at seven years with the ability to receive the incentives one year earlier with a master's degree. Lieutenants and Captains from 2.5% to 8.5% at three years and from 5% to 11% at seven years with the ability to receive the incentives one year earlier with a master's degree.
- Adding an additional 2% to base monthly salary for Sergeant's assigned to supervise Specialty Teams of Violent Crimes Investigations, Property Crimes Investigations, Narcotics, Gang Crimes Team, and the Domestic Violence Sexual Assault Team
- Other MOU language clean-up and clarification

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FISCAL IMPACT

The estimated cost of this resolution for Fiscal Year (FY) 2024-25 is \$730,102. 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 \$681,073, with an ongoing cost of \$1,150,315 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 9 – Police Management

PRESENTER

Siara Goyer, Employee Relations Manager