

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL

FROM: JOANNE NARLOCH, INTERIM HUMAN RESOURCES
DIRECTOR, HUMAN RESOURCES DEPARTMENT

SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 5 –
SANTA ROSA POLICE OFFICERS ASSOCIATION

AGENDA ACTION: RESOLUTION

RECOMMENDATION

It is recommended by the Human Resources Department and the City Manager's Office that the Council, by resolution: 1) rescind Resolution No. RES-2017-127 which adopted the erroneous Memorandum of Understanding with Unit 5 – Santa Rosa Police Officers Association adopted by the City Council on July 11, 2017; and 2) adopt the revised Memorandum of Understanding with Unit 5 – Santa Rosa Police Officers Association effective July 11, 2017, which corrects mistakes in the MOU previously adopted.

EXECUTIVE SUMMARY

By adopting this Resolution, Council will rescind the resolution adopting the erroneous MOU on July 11, 2017 and adopt the correct Unit 5- Santa Rosa Police Officers Association Memorandum of Understanding, effective July 11, 2017. The MOU will cover the period of July 1, 2017 through June 30, 2019 and corrects the mistakes made in the previously adopted MOU.

BACKGROUND

The City's representatives and representatives of Unit 5 – Santa Rosa Police Officers Association (SRPOA) met and conferred concerning successor Memorandum of Understanding (MOU) and reached a tentative agreement in June of 2017. City Council adopted the two-year contract on July 11, 2017. The MOU that was reviewed and adopted by the Council on July 11, 2017 was not the correct document. Human Resources erroneously attached a previous version of the MOU. The Council approved MOU was the MOU dated June 5, 2017. This version missed the handful of changes that were made during the last bargaining session on June 12, 2017 which the SRPOA reviewed and ratified.

APPROVAL OF MEMORANDUM OF UNDERSTANDING, UNIT 5

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.

Although there were formatting revisions throughout, the only substantive differences were as follows:

- **SECTIONS 19.14 & 19.15 – HOURS OF WORK, EMERGENCIES**
Nothing herein shall be construed to limit or restrict the authority of management to make temporary assignments to different or additional locations, shifts or duties **for the purpose of meeting an emergency. Such emergency assignments shall not extend beyond the period of said emergency, as defined in Article 5. [...] Effective upon adoption by the Council, Article 19.14 shall be suspended for the duration of this MOU.**
- **SECTION 40.2 – COMPENSATORY TIME OFF**
Any employee who retires from the city will have all accumulated but unused compensatory time up to the cap of ~~400~~ **120** hours deposited in a Retiree Healthcare Savings plan at the regular hourly rate of pay at the time the position was vacated.
- **ARTICLE 46 – HOLIDAYS, HOLIDAY-IN-LIEU COMPENSATION**
Summary of additional edits to Article 46: the revised holiday-in-lieu language (which is included in Council approved draft of MOU) will not be effective until January 1, 2018. As such, existing language remains in effect until December 31, 2017.

FISCAL IMPACT

There are no additional fiscal impacts by adopting this resolution.

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

APPROVAL OF MEMORANDUM OF UNDERSTANDING, UNIT 5

environment, pursuant to CEQA Guideline section 15378.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENTS

- Resolution/Exhibit A - MOU Unit 5- Santa Rosa Police Officers Association

CONTACT

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