



# Adoption of a Memorandum of Understanding between the City of Santa Rosa and Applicable Bargaining Units

City Council Meeting  
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# Background

The Units applicable to this recommendation are as follows:

- Unit 3 – Maintenance
- Unit 4 – Support Services
- Unit 5 – Police
- Unit 6 – Professional
- Unit 7 – Technical
- Unit 8 – Transit
- Unit 13 – Mechanics
- Unit 14 – Police Civilian Technical
- Unit 16 – Utilities System Operators
- Unit 18 – Santa Rosa Management Association

# Background

The City's representatives and representatives of the ten subject City bargaining units have met and conferred concerning successor Memoranda of Understanding and have agreed on multiple year contracts.

- Unit 5 – Police agreed to a two year contract
- All subject miscellaneous units have agreed to three year contracts

# Primary Economics

All subject miscellaneous Units agreed to the following:

- 3% increase in year 1
- 3% in year 2
- 2.5% in year 3
- City contribution to Retiree Health
  - 0.25% per year; 0.75% total

# Primary Economics

Unit 5 – Police agreed to the following:

- 3% + 0.5% equity increase both years
- City contribution to Retiree Health
  - 0.5% per year; total of 1%
- 0.5% increase in employee contribution to PERS per year; total of 1%
- One time payment of \$1,000 per employee
- 2.5% Shift Differential for DUI/Accident Investigators

# Secondary Economics

All subject miscellaneous Units (3, 4, 6, 7, 8, 13, 14, 16,18) also receive:

- Short-Term Disability benefit beginning August 1, 2017
- Vacation cash out option up to 80 hours for those with 10 years of service. (Already applies to Unit 18)
- Staff Development & Wellness
  - City agrees to participate in a Joint Labor Management Committee to discuss reinstatement of a tuition reimbursement program with an aggregate annual cap and cap of at least \$800 per employee

# Other Unit Details

- Unit 3 – Maintenance: Weekend Differential pay of 5% for all applicable hours and a \$50 increase in the annual boot allowance
- Units 4 - Support Services, 6 - Professional, & 7 - Technical: Increase Shift Differential by \$0.40 for each applicable hour
- Unit 8 – Transit: \$1.00 shift differential for each applicable hour

# Other Unit Details

- Unit 13 – Mechanics: Equity adjustment of 8%
- Unit 14 – Police Civilian Technical: Increase Shift Differential by \$0.20 for each applicable hour; increase Bilingual Pay by 1%; provide \$1,000 Body armor reimbursement
- Unit 16 – USOs: \$50 increase in annual boot allowance



# RECOMMENDATION

It is recommended by the Human Resources Department and the City Manager's Office that the Council, by eight (8) resolutions Adopt the Memoranda of Understanding for an agreement for and on behalf of, the employees of City's Bargaining Units 3, 4, 5, 6, 7, 8, 13, 14, 16, and 18.

# Questions??