



# ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 5 – POLICE OFFICERS

City Council Meeting  
November 9, 2021

Jeremia Mills  
Deputy Director – Human Resources,  
Human Resources Department

# BACKGROUND

The City's representatives and representatives of Police Officers Association, representing the City's Unit 5 – Police Officers, have met and conferred concerning a successor Memorandum of Understanding and have agreed on a contract.

- The new contract will be for July 1, 2021- June 30, 2024

# Primary Economics

- 3% salary increase effective November 7, 2021
- 2.5% salary increase effective the first full pay period following April 1, 2022
- 2.5% salary increase effective the first full pay period following July 1, 2023
- A one-time, non-pensionable lump sum payment of \$5,000

# Additional Changes

- Addition of Cesar Chavez Holiday
- Changes to the Master Police Officer incentive, adding Master Police Officer at 10 years at 4% of base salary and increasing the fifteen-year Master Police Officer incentive from 3% to 5% and increasing twenty-year Master Police Officer incentive from 6% to 8% of base salary

# Fiscal Impact

The estimated cost of this Resolution for Fiscal Year (FY) 2021-22 is \$1,521,374 with an estimated ongoing increased cost of \$2,259,690 annually. Funding for these expenditure increases is not included in the FY 2021-22 adopted budget and is being appropriated from the funds which are affected by the increases. The impact to the General Fund in FY 2021-22 is \$1,399,407 and will come from the unassigned fund balance.

# RECOMMENDATION

The Human Resources Department and the City Manager's Office recommend 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 5 – Police Officers, represented by the Santa Rosa Police Officers Association.

QUESTIONS?