

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL  
FROM: JEREMIA MILLS, EMPLOYEE RELATIONS MANAGER, HUMAN  
RESOURCES DEPARTMENT  
SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING  
EXTENSION AGREEMENT UNITS 3, 4, 6, 7, 8, 13, 14, 17, 18  
EFFECTIVE JULY 1, 2020 THROUGH JUNE 30, 2021

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 seven (7) separate resolutions, adopt Extension Agreements between the City of Santa Rosa for and on behalf of, employee Bargaining Units 3, 4, 8, 13, 14, 17, and 18, extending the Memorandum of Understanding by one (1) year to be effective July 1, 2020 through June 30, 2021.

Unit 3 – Maintenance, represented by the Operating Engineers, Local 3 (OE3)  
Units 4 – Support Services, 6 – Professional, and 7 – Technical, represented by the International Brotherhood of Teamsters (IBT) Local Union Number 856  
Unit 8 – Transit, represented by SEIU Local 1021  
Unit 13 – Mechanics, represented by OE3  
Unit 14 – Police Civilian Technical, represented by SEIU Local 1021  
Unit 17 – Santa Rosa Attorneys Association, in affiliation with the International Brotherhood of Teamsters (IBT) Local Union Number 856  
Unit 18 – Santa Rosa Management Association (SRMA), represented by SRMA, in affiliation with the International Brotherhood of Teamsters (IBT) Local Union Number 856

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EXECUTIVE SUMMARY

By adopting these seven (7) resolutions, Council will bring these bargaining units under contract through June 30, 2021.

BACKGROUND

On March 2, 2020, the County of Sonoma declared a Local Public Health Emergency as well as a Local Emergency, to respond to novel coronavirus (COVID-19).

The City of Santa Rosa declared a local state of emergency to mobilize resources and streamline emergency preparations on March 2, 2020.

A State of Emergency has subsequently been declared by the Governor of the State of California and the President of the United States of America for the current health emergency.

On March 17, 2020, the Sonoma County Public Health Officer issued a shelter in place order directing all individuals living in the County to shelter at their place of residence. Subsequent orders were issued by the County Public Health Officer which modified the original order.

The City's representatives and representatives of these bargaining units have met and conferred concerning a successor Memorandum of Understanding and have agreed to an extension of the current contract to permit additional time to assess the financial effects of the COVID-19 pandemic on the City prior to negotiating a successor MOU.

### 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.

The purpose of this extension agreement is to permit additional time to assess the financial effects of the COVID-19 pandemic on the City prior to negotiating a successor MOU. The parties agree formal negotiations for a successor MOU shall begin no later than March 1, 2021.

Additionally, the parties have agreed that if the City should desire to exercise the City's right to lay off employees during the term of the Extension Agreement, it shall give the Union one hundred and twenty (120) calendar days advanced written notice and the Union shall have the opportunity to meet and confer on the impact of such layoffs to represented employees.

### FISCAL IMPACT

Approval of this action does not have a fiscal impact on the General Fund.

### 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 environment, pursuant to CEQA Guideline section 15378.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENTS

- Resolution / Exhibit A – Extension Agreement extending the MOU between the City of Santa Rosa and Unit 3 – Maintenance
- Resolution / Exhibit A – Extension Agreement extending the MOU between the City of Santa Rosa and Units 4 – Support Services, 6 – Professional, and 7 – Technical
- Resolution / Exhibit A – Extension Agreement extending the MOU between the City of Santa Rosa and Unit 8 – Transit
- Resolution / Exhibit A – Extension Agreement extending the MOU between the City of Santa Rosa and Unit 13 – Mechanics
- Resolution / Exhibit A – Extension Agreement extending the MOU between the City of Santa Rosa and Unit 14 – Police Civilian Technical
- Resolution / Exhibit A – Extension Agreement extending the MOU between the City of Santa Rosa and Unit 17 – Santa Rosa City Attorneys Association
- Resolution / Exhibit A – Extension Agreement extending the MOU between the City of Santa Rosa and Unit 18 – Santa Rosa Management Association

CONTACT

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