

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL  
FROM: JEREMIA MILLS, EMPLOYEE RELATIONS MANAGER, HUMAN  
RESOURCES DEPARTMENT  
SUBJECT: ADOPTION OF AN EXTENSION AGREEMENT EXTENDING THE  
MEMORANDUM OF UNDERSTANDING FOR AND ON BEHALF  
OF THE EMPLOYEES IN THE CITY OF SANTA ROSA'S UNIT 5 –  
POLICE OFFICERS, REPRESENTED BY THE SANTA ROSA  
POLICE OFFICERS ASSOCIATION EFFECTIVE  
JANUARY 1, 2021 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 resolution, adopt the Extension Agreement Between the City of Santa Rosa and Santa Rosa Police Officers Association for and on Behalf of the Employees in the City's Unit #5 – Police Officers, extending the Memorandum of Understanding by six months and effective January 1, 2021 through June 30, 2021.

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EXECUTIVE SUMMARY

By adopting this resolution, Council will bring this bargaining unit 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.

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Subsequent orders were issued by the County Public Health Officer which modified the original order.

On July 7, 2020 Council adopted an Extension Agreement Between the City of Santa Rosa and Santa Rosa Police Officers Association for and on Behalf of the Employees in the City's Unit #5 – Police Officers, extending the Memorandum of Understanding by six months and effective July 1, 2020 through December 30, 2020.

The City's representatives and representatives of the Santa Rosa Police Officers Association, representing the City's Unit 5 – Police Officers, 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 to meet periodically between January 1 and February 28, 2021, at the request of either party, to exchange information regarding financial and other matters. Both parties hereby agree formal negotiations for a successor MOU shall begin no later than March 1, 2021.

In recognition of the unique responsibilities of police officers to the community as first responders during the Covid-19 pandemic and the resultant high level of potential exposure to the virus experienced by bargaining unit members during the course and scope of their service to the community, the City agrees to the following:

- Beginning December 27, 2020, and ending June 30, 2021, for each subsequent full week (Sunday at 0001 through Saturday at 2400) that the Sonoma County Health Officer has issued/issues a "shelter in place" directive for Sonoma County residents, the City will provide each member of the bargaining unit two and one-half (2.5) hours of paid time off into the "COVID-19 TIME OFF BANK".
- Paid hours in this bank of time shall have no cash value. Time off taken by members using their individual banked hours from the "COVID-19 TIME OFF BANK"
  - Shall not cause overtime costs to back-fill their position.
  - The maximum accumulation of time off in a bargaining unit member's bank shall not exceed sixty (60) hours.

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- Any “COVID-19 TIME OFF BANK” hours remaining in a member’s bank as of June 30, 2022, shall expire.”
- The parties agreed to establish an, “Association Leave Bank.” Hours are provided by a mandatory contribution from the members of 0.25 hours of vacation per pay period. Examples of association leave uses include union meetings, trainings, conventions, seminars or other similar events. This provision has no cost to the City.
- The parties agree to clean up language in Article 36, “POST” incentive pay, which would clarify that incentive pay will become effective after the employee notifies the department of POST certification eligibility and completes the application process. This proposal would lessen the administrative burden for Payroll.

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 SRPOA, Unit #5 – Police Officers

CONTACT

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