

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, UNIT 5 – POLICE OFFICERS, REPRESENTED BY THE SANTA ROSA POLICE OFFICERS ASSOCIATION EFFECTIVE JULY 1, 2019 THROUGH JUNE 30, 2020

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 Memorandum of Understanding between the City of Santa Rosa and the Santa Rosa Police Officers Association for and on behalf of the employees in the City's Unit #5 – Police Officers, effective July 1, 2019 to June 30, 2020.

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EXECUTIVE SUMMARY

By adopting this Resolution, Council will bring this bargaining unit under contract through June 30, 2020.

BACKGROUND

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 on a contract. The significant changes to the new agreement are: 2.5% salary increase effective the first full pay period following July 1, 2019; changes to the Master Police Officer incentive, adding Master Police Officer I at fifteen years at 3% of base salary and increasing the current twenty-year Master Police Officer II from 4% to 6% of base salary.

# ADOPTION OF MOU – UNIT 5 – POLICE OFFICERS, REPRESENTED BY THE SANTA ROSA POLICE OFFICERS ASSOCIATION

## 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.

A summary of the changes to the Unit 5 – Memorandum of Understanding, effective July 1, 2019 to June 30, 2020:

- A 2.5% salary increase effective the first full pay period following July 1, 2019.
- Changes to the Master Police Officer incentive, adding Master Police Officer I at fifteen years at 3% of base salary and increasing the twenty-year Master Police Officer II incentive from 4% to 6% of base salary.
- Other MOU language clean-up.

## FISCAL IMPACT

The estimated cost of this Resolution is \$691,358 for fiscal year 19/20.

## 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
- Attachment 1 MOU Unit 5

## CONTACT

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