

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 2 –
FIRE FIGHTERS, REPRESENTED BY THE SANTA ROSA FIRE
FIGHTERS, LOCAL 1401 EFFECTIVE JULY 1, 2020 THROUGH
JUNE 30, 2021

AGENDA ACTION: RESOLUTION

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 Fire Fighters, Local 1401 for and on Behalf of the Employees in the City's Unit #2 – Fire Fighters, extending the Memorandum of Understanding by one year and effective July 1, 2020 through June 30, 2021.

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.

ADOPTION OF MOU EXTENSION AGREEMENT – UNIT 2 – FIRE FIGHTERS, REPRESENTED BY THE SANTA ROSA FIRE FIGHTERS LOCAL 1401

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

The City's representatives and representatives of the Santa Rosa Fire Fighters, Local 1401, representing the City's Unit 2 – Fire Fighters, 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. Both parties hereby agree formal negotiations for a successor MOU shall begin no later than March 1, 2021.

Effective the first full pay period following July 1, 2020 the parties agree to the following MOU changes:

- Increase annual sick leave accrual by 24 hours for Fire Captain, Fire Engineer, and Fire Fighter
- Increase annual sick leave accrual by 16 hours for Fire Inspector Assistant and Fire Marshal
- Increase annual sick leave accrual by 17.4 hours for Fire Captain Training

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.

ADOPTION OF MOU EXTENSION AGREEMENT – UNIT 2 – FIRE FIGHTERS,
REPRESENTED BY THE SANTA ROSA FIRE FIGHTERS LOCAL 1401

NOTIFICATION

Not applicable.

ATTACHMENTS

- Resolution / Exhibit A – Extension Agreement extending the MOU between the City of Santa Rosa and Local 1401, Unit #2 – Firefighters

CONTACT

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