



Adoptions of Memoranda of Understanding between the City of Santa Rosa and Unit 2 - Firefighter, Unit 3 - Maintenance, Unit 8 – Transit, Unit 9 – Fire Safety Management, Unit 13 - Mechanics, Unit 14 – Police Civilian Technical, Unit 16 – Utility System Operators, Unit 17 – Professional Attorneys and Unit 18 – Miscellaneous Mid-Managers

Background

- In February of this year City management representatives began the meet and confer process with 10 of the employee labor groups.
- After many negotiating sessions 7 employee groups came to tentative agreements on successor Memoranda of Understanding.
- The employee groups have ratified these tentative agreements.

Details of Agreements

Unit 2 – Firefighters

- 2.5% COLA increase.
- Holiday In Lieu Pay will occur in the pay period in which the holiday occurs.
- For the period of the agreement, there will be “one over” staffing per shift.
- Total Cost of Agreement - \$551,285
- General Fund Cost - \$503,156

Details of Agreements

Unit 3 – Maintenance

- 2.5% COLA increase.
- \$50 increase in boot allowance.
- Standby Pay increased to \$95

- Total Cost of Agreement - \$242,648
- General Fund Cost - \$182,272

Details of Agreements

Unit 8 – Transit

- 2.5% COLA increase.
- \$120 footwear allowance.

- Total Cost of Agreement - \$116,501
- General Fund Cost - \$0

Details of Agreements

Unit 9 – Fire Safety Management

- 2.5% COLA increase.
- Holiday Process Cleanup
- Total Cost of Agreement - \$44,430
- General Fund Cost - \$44,430

Details of Agreements

Unit 13 – Mechanics

- 2.5% COLA increase.
- \$50 increase in boot allowance.

- Total Cost of Agreement - \$54,426
- General Fund Cost - \$0

Details of Agreements

Unit 14 – Police Civilian Technical

- 2.5% COLA increase.
- Standby Pay increased to \$95
- Provide a 3% stipend to Dispatchers who possess an Intermediate POST Certificate, and a 5% stipend to Dispatchers who possess an Advanced POST Certificate.
- Total Cost of Agreement - \$157,831
- General Fund Cost - \$146,892

Details of Agreements

Unit 16 – Utility System Operators

- 2.5% COLA increase.
- \$50 increase in boot allowance.
- Standby Pay increased to \$95

- Total Cost of Agreement - \$132,113
- General Fund Cost - \$0

Details of Agreements

Unit 17 – City Attorneys

- 2.5% COLA increase.
- Total Cost of Agreement - \$29,260
- General Fund Cost - \$29,260

Details of Agreements

Unit 18 – Miscellaneous Mid-Management

- 2.5% COLA increase.
- \$50 increase in boot allowance.
- Standby Pay increased to \$95

- Total Cost of Agreement - \$429,304
- General Fund Cost - \$212,574

Total of Current Actions

- Total Cost of Agreements - \$1,757,798
- General Fund Costs - \$1,118,584

BENEFIT

- This resolution also meets City Council Goal 2A: Promote a City Organization that is Service Sustainable and Maintains Employee Morale.

RECOMMENDATION

- It is recommended by the City Manager's Office and the Human Resources Department that the Council, by resolution, individually approve the Memoranda of Understanding between the City of Santa Rosa its employee groups.
- Questions?