

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: JEREMIA MILLS, DEPUTY DIRECTOR - HUMAN RESOURCES,
HUMAN RESOURCES DEPARTMENT
SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 18
– MISCELLANEOUS MID-MANAGEMENT, REPRESENTED BY
THE SANTA ROSA MANAGEMENT ASSOCIATION, EFFECTIVE
JULY 1, 2021 THROUGH JUNE 30, 2024

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 Memorandum of Understanding for an agreement for, and on behalf of, the employees in the City's Bargaining Unit 18 – Miscellaneous Mid-Management, represented by the Santa Rosa Management Association, and effective July 1, 2021 to June 30, 2024.

EXECUTIVE SUMMARY

By adopting this Resolution, Council will bring this bargaining unit under contract through June 30, 2024.

BACKGROUND

The City's representatives and representatives of the Santa Rosa Management Association, representing the City's Unit 18 – Miscellaneous Mid-Management, have met and conferred concerning a successor Memorandum of Understanding and have agreed on a contract. The significant changes to the new agreement are: a 3.0% salary increase effective November 7, 2021, a 2.5% salary increase effective the first full pay period following April 1, 2022, a 2.5% salary increase effective the first full pay period following July 1, 2023, and a one-time, non-pensionable lump sum payment of \$5,000.

ADOPTION OF MOU – UNIT 18 – MISCELLANEOUS MID-MANAGEMENT REPRESENTED BY THE SANTA ROSA MANAGEMENT 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 18 – Memorandum of Understanding, effective July 1, 2021 to June 30, 2024:

- A 3.0% salary increase effective November 7, 2021
- A 2.5% salary increase effective the first full pay period following April 1, 2022
- A 2.5% salary increase effective the first full pay period following July 1, 2023
- A one-time, non-pensionable lump sum payment of \$5,000
- One additional holiday (Cesar Chavez)
- \$500 annually for wellness
- Other MOU language clean-up

FISCAL IMPACT

The estimated cost of this Resolution for Fiscal Year (FY) 2021-22 is \$1,231,842 with an estimated ongoing increased cost of \$1,671,529 annually. Funding for these expenditure increases is not included in the FY 2021-22 adopted budget and is being appropriated from the funds which are affected by the increases. The impact to the General Fund in FY 2021-22 is \$630,200 and will come from the unassigned fund balance.

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 Guidelines Section 15378.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ADOPTION OF MOU – UNIT 18 – MISCELLANEOUS MID-MANAGEMENT
REPRESENTED BY THE SANTA ROSA MANAGEMENT ASSOCIATION

ATTACHMENTS

- Attachment 1 – Redline MOU
- Resolution/Exhibit A - MOU

CONTACT

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