

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: DOMINIQUE BLANQUIE, HUMAN RESOURCES DIRECTOR
SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 9 –
FIRE SAFETY MANAGEMENT REPRESENTED BY SANTA
ROSA POLICE MANAGEMENT ASSOCIATION, EFFECTIVE
JULY 1, 2024 THROUGH JUNE 30, 2026

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 9 – Fire Safety Management, represented by the Santa Rosa Police Management Association, and effective July 1, 2024 to June 30, 2026.

EXECUTIVE SUMMARY

By adopting this resolution, Council will bring this bargaining unit under contract through June 30, 2026.

BACKGROUND

The City's representative and representatives of Santa Rosa Police Management Association, representing the City's Unit 9 – Fire Safety 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 7% salary increase effective the first full pay period including July 1, 2024, a 4% salary increase effective the first full period following July 1, 2025, and an additional 1% salary increase effective the first full period following July 1, 2025 for employees in the classification of Deputy Fire Chief for a total salary increase of 5%.

PRIOR CITY COUNCIL REVIEW

Not applicable.

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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 9 – Memorandum of Understanding, effective July 1, 2024 to June 30, 2026:

- A 7% salary increase effective the first full pay period including July 1, 2024
- Increase to "Division Chief Fire Marshal (Stipend)" and "Division Chief Fire Marshal" to equal the then-current salary range of the classifications "Division Chief (Stipend)" and "Division Chief" respectfully, less "Duty Chief Pay", effective the first pay period including July 1, 2024
- A 4% salary increase effective the first full period following July 1, 2025
- An additional 1% salary increase effective the first full period following July 1, 2025 for employees in the classification of Deputy Fire Chief, for a total salary increase of 5%
- One additional holiday (Juneteenth)
- Adding a short-term disability plan, which includes a paid family leave benefit
- Increasing bilingual pay for Non-Stipend Fire Managers who are designated as verbally fluent from 3% to 5% of their base monthly salary
- Other MOU language clean-up and clarification

FISCAL IMPACT

The estimated cost of this resolution for Fiscal Year (FY) 2024-25 is \$184,920. Funding for these expenditure increases has been included in the FY 2024-25 budget. The impact to the General Fund in FY 2024-25 is \$184,920, with an ongoing cost of \$302,162 per year after the third year of the contract. This will contribute to the deficit going forward and will be paid for with unassigned reserves in future years unless offset by expenditure reductions or revenue increases, or both, to bring the General Fund budget into balance.

ENVIRONMENTAL IMPACT

The Council finds that the proposed action is exempt from the provisions of the California Environmental Quality Act (CEQA) under section 15061(b)(3) and 15378 in that there is no possibility that the implementation of this action may have significant effects on the environment, and that no environmental review is required.

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BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENT

- Attachment 1 – Redline MOU
- Resolution/Exhibit A – MOU Unit 9 – Fire Safety Management

PRESENTER

Siara Goyer, Employee Relations Manager