

**AMENDMENT #2 TO  
THE MEMORANDUM OF UNDERSTANDING BETWEEN  
THE CITY OF SANTA ROSA AND  
SANTA ROSA POLICE OFFICERS ASSOCIATION  
FOR AND ON BEHALF OF THE EMPLOYEES IN  
THE CITY'S UNIT 5 – POLICE OFFICERS**

**FISCAL YEARS 2014/2015 through 2016/2017**

This Amendment #2 dated October 1, 2016, is between the City of Santa Rosa ("City") and Unit 5 – Police Officers, represented by the Santa Rosa Police Officers Association ("POA").

**RECITALS**

Effective October 1, 2016, the City of Santa Rosa and the POA have agreed to amend specific sections of the Memorandum of Understanding (MOU) to comply with CalPERS rules regarding categorization of special pays.

**Amendment #2**

Article 43 will be replaced in its entirety with the following:

**ARTICLE 43: SPECIAL AND CO-LATERAL ASSIGNMENTS**

**43.1 INVESTIGATIONS BUREAU**

Employees assigned to the Investigations bureau will be routinely and consistently assigned to a detective or investigative division or intelligence duties and shall receive Detective Division Pay in the amount of an additional five (5) percent of their base monthly salary per month. The 5% compensation is a combination of incentive to attract employees to the Divisions, recognition for the additional requirements while assigned, and in lieu of the \$235.00 On-Call compensation

Employees assigned to Investigations Bureau may be required to be On-Call.

**43.3 TRAFFIC SECTION**

Employees who are routinely and consistently assigned to ride a motorcycle shall receive Motorcycle Patrol Pay in the amount of an additional 2.5% of their base monthly salary rate or \$150.00 per month, whichever amount is greater. This

payment shall be made on the Holiday payoff listed in Article 52, the Vacation Payoff listed in Article 23 and Sick Leave Payoff as provided in Article 24.7 and 24.8.

Employees who are routinely and consistently assigned as an Accident Investigator shall receive Police Investigator Pay in the amount of an additional 2.5% of their base monthly salary rate per month. Accident Investigators may be required to be on-call.

**43.4 SWAT CO-LATERAL ASSIGNMENT**

An employee who is routinely and consistently assigned to the SWAT Team shall receive Physical Fitness Program Pay in the amount of an additional three (3%) percent of monthly base salary per month. This special compensation is intended to compensate officers for maintaining conditioning that meets the established physical fitness criterion required to pass the qualifying SWAT physical test and to meet the physical nature or SWAT tasks.

**43.5 HOSTAGE NEGOTIATIONS TEAM CO-LATERAL ASSIGNMENT**

An employee who is routinely and consistently assigned to the Hostage Negotiations Team (HNT) shall receive confidential premium pay in the amount of an additional three 3% percent of monthly base salary per month. This special compensation is intended to compensate officers for performing confidential intelligence activities and for holding sensitive positions requiring trust and discretion.

**43.6 ENVIRONMENTAL CRIMES UNIT CO-LATERAL ASSIGNMENT**

An employee who is routinely and consistently assigned to the Environmental Crimes Unit (ECU) shall receive Hazard Pay in the amount of an additional three 3% percent of monthly base salary per month. This special compensation is intended to compensate officers for performing activities required of first-responders to reports of hazardous material spills as well as performing crime scene analysis and conducting investigative follow up on hazardous material spills.

**43.7 FIELD TRAINING OFFICER (FTO) CO-LATERAL ASSIGNMENT**

An employee who is routinely and consistently assigned as a Field Training Officer (FTO) shall receive Training Pay in the amount of an additional five percent (5%) of monthly base salary while so assigned. This special compensation is

intended to compensate officers for the increased responsibility and task assumption associated with training police department personnel.

Except as modified herein, all other terms of the agreement shall remain in full force and effect.

Santa Rosa Police Officer's  
Association

City of Santa Rosa

\_\_\_\_\_  
Timothy Hughes                      Date  
P.O.A. President

\_\_\_\_\_  
John Sawyer                                      Date  
Mayor

APPROVED AS TO FORM:

\_\_\_\_\_  
Teresa Stricker                      Date  
Interim City Attorney