

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL  
FROM: DOMINIQUE BLANQUIE, HUMAN RESOURCES DIRECTOR  
SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 5 –  
POLICE OFFICERS, REPRESENTED BY THE SANTA ROSA  
POLICE OFFICERS ASSOCIATION, EFFECTIVE JULY 1, 2024  
THROUGH JUNE 30, 2027

AGENDA ACTION: RESOLUTION

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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 5 – Police Officers, represented by the Santa Rosa Police Officers Association, and effective July 1, 2024 to June 30, 2027.

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EXECUTIVE SUMMARY

By adopting this Resolution, Council will bring this bargaining unit under contract through June 30, 2027.

BACKGROUND

The City's representative and representatives of Santa Rosa Police Officer's Association, representing the City's Unit 5 – Police Officers, have met and conferred concerning a successor Memorandum of Understanding and have agreed on a contract. The significant changes to the new agreement are: converting the six-step salary range for Police Officers to a seven-step salary range effective the pay period including July 1, 2024 with step seven being 5% higher than step six, a 6% salary increase effective the pay period including July 1, 2024, a 3% salary increase effective the first full period following July 1, 2025, and a 3% salary increase effective the first full period following July 1, 2026.

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 5 – Memorandum of Understanding, effective July 1, 2024 to June 30, 2027:

- Convert the six-step salary range to a seven-step salary range with step seven being 5% higher than step six, effective the pay period including July 1, 2024
- A 6% salary increase effective the pay period including July 1, 2024
- A 3% salary increase effective the first full period following July 1, 2025
- A 3% salary increase effective the first full period following July 1, 2026
- Ability to sell back vacation with one and one-half (1.5) years of service with the Santa Rosa Police Department instead of previous ten (10) years of service requirement
- Increasing initial payment for body armor for new Police Officers from \$1000 to \$1500
- One additional holiday (Juneteenth)
- Changes to shift differential pay applicable to time worked during the employee's regularly scheduled work hours, 1% shift differential for cover shifts, 3% shift differential for swing shifts, 5% shift differential for midnight/grave shifts
- Changes to the Master Police Officer Incentive, increasing the ten-year Master Police Officer Incentive from 4% to 6% of base salary, increasing the fifteen-year Master Police Officer Incentive from 5% to 8% of base salary, increasing the twenty-year Master Police Officer Incentive from 8% to 10% of base salary
- Other MOU language clean-up and clarification

FISCAL IMPACT

The estimated cost of this resolution for Fiscal Year (FY) 2024-25 is \$2,484,721. 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 \$2,335,638, with an ongoing cost of \$4,049,071 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.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENTS

- Attachment 1 – Redline MOU
- Resolution/Exhibit A – MOU Unit 5 – Police Officers

PRESENTER

Siara Goyer, Employee Relations Manager