

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL

FROM: PAUL CARROLL, EMPLOYEE RELATIONS MANAGER  
HUMAN RESOURCES DEPARTMENT

SUBJECT: ADOPTION OF MOU – UNIT 4 - SUPPORT SERVICES; UNIT 6 -  
PROFESSIONAL; AND UNIT 7 - TECHNICAL REPRESENTED BY  
THE SANTA ROSA EMPLOYEES ASSOCIATION (SRCEA) IN  
AFFILIATION WITH THE INTERNATIONAL BROTHERHOOD OF  
TEAMSTERS (“IBT”) LOCAL UNION NUMBER 856

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 4 – Support Services; Unit 6 – Professional and Unit 7 - Technical, represented by the Santa Rosa City Employees Association in affiliation with the International Brotherhood of Teamsters (“IBT”) Local Union Number 856, and effective July 1, 2016 to June 30, 2017.

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EXECUTIVE SUMMARY

By adopting this resolution Council will bring the largest City employee group under contract for a 12 month period. This action satisfies Council Goal 2A, “Promote a City Organization that is Service - Sustainable and Maintains Employee Morale.”

BACKGROUND

The City’s representatives and representatives from the Santa Rosa City Employees Association, representing the City’s Unit 4 – Support Services; Unit 6 – Professional and Unit 7 – Technical, have met and conferred concerning a successor Memorandum of Understanding and have agreed on a contract. The significant change to the new agreement is a 2.5% increase to salary for all employees in the units.

### 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.

The City management representatives met with Union representatives several times and came to an agreement on June 16, 2016. The details of the agreement as follows:

- A 2.5% salary increase for all members of SRCEA.
- A \$50 increase per year in the boot allowance.
- Increasing the standby pay to \$95 per 24 hour period.

SRCEA has ratified this agreement.

### FISCAL IMPACT

The total cost of this resolution is \$1,078,670. The general fund cost is \$558,276 which is ongoing.

### 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 Guideline section 15378.

### BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

### NOTIFICATION

Not applicable.

### ATTACHMENTS

- Attachment 1 – Draft MOU between the City and SRCEA
- Resolution/Exhibit A (Agreement)

ADOPTION OF MOU – UNIT 4 - SUPPORT SERVICES; UNIT 6 - PROFESSIONAL;  
AND UNIT 7 - TECHNICAL REPRESENTED BY THE SANTA ROSA EMPLOYEES  
ASSOCIATION (SRCEA) IN AFFILIATION WITH THE INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS (“IBT”) LOCAL UNION NUMBER 856  
PAGE 3 OF 3

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