

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL

FROM: PAUL CARROLL, EMPLOYEE RELATIONS MANAGER  
HUMAN RESOURCES DEPARTMENT

SUBJECT: APPROVAL OF MEMORANDA OF UNDERSTANDING – UNIT 2 –  
FIREFIGHTING REPRESENTED BY THE INTERNATIONAL  
ASSOCIATION OF FIRE FIGHTERS (IAFF) LOCAL 1401, UNIT 3  
– MAINTENANCE REPRESENTED BY OPERATING ENGINEERS  
LOCAL 3, UNIT 8 – TRANSIT REPRESENTED BY SEIU LOCAL  
1021, UNIT 9 – FIRE SAFETY MANAGEMENT REPRESENTED  
BY THE SANTA ROSA POLICE MANAGEMENT ASSOCIATION,  
UNIT 13 – MECHANICS REPRESENTED BY OPERATING  
ENGINEERS LOCAL 3, UNIT 14 – POLICE CIVILIAN TECHNICAL  
REPRESENTED BY SEIU LOCAL 1021, UNIT 16 – UTILITY  
SYSTEMS OPERATORS REPRESENTED BY OPERATING  
ENGINEERS LOCAL 3, UNIT 17 – PROFESSIONAL ATTORNEYS  
REPRESENTED BY THE SANTA ROSA CITY ATTORNEYS  
ASSOCIATION, AND UNIT 18 – MISCELLANEOUS MID-  
MANAGEMENT REPRESENTED BY THE SANTA ROSA  
MANAGEMENT ASSOCIATION

AGENDA ACTION: RESOLUTIONS

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RECOMMENDATION

It is recommended by the Human Resources Department and the City Manager's Office that the Council, by resolution, approve the Memoranda of Understanding for agreements for and on behalf of the employees in City Bargaining Units 2, 3, 8, 9, 13, 14, 16, 17 and 18, effective July 1, 2016 to June 30, 2017:

Unit 2 – Fire Fighters, represented by the IAFF Local 1401  
Unit 3 – Maintenance, represented by Operating Engineers Local 3  
Unit 8 – Transit, represented by SEIU Local 1021  
Unit 9 – Fire Safety Management, represented by Santa Rosa PMA  
Unit 13 – Mechanics, represented by Operating Engineers Local 3  
Unit 14 – Police Civilian Technical, represented by SEIU Local 1021  
Unit 16 – Utility System Operators, represented by Operating Engineers Local 3  
Unit 17 – Professional Attorneys, represented by Santa Rosa Attorneys Association  
Unit 18 – Miscellaneous Mid-Management, represented by Santa Rosa Mgmt. Assoc.

## EXECUTIVE SUMMARY

By adopting these resolutions Council will bring these bargaining units 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 of the nine subject City bargaining units have met and conferred concerning successor Memoranda of Understanding and have agreed on 12 month contracts. The significant change to the new agreements is a 2.5% increase to salary for all employees in the nine 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 bargaining unit representatives several times and came to agreements during the last two weeks of June, 2016. The details of the agreements are as follows:

- Unit 2 - a 2.5% salary increase for all members.
- Unit 3 - a 2.5% salary increase for all members, a \$50 increase in the boot allowance and an increase in standby pay to \$95.
- Unit 8 - a 2.5% salary increase for all members, inclusion of Bus Operators in the \$120 footwear allowance and the provision of full time health benefits to part-time bus operators upon reaching 4160 hours in paid status.
- Unit 9 - a 2.5% salary increase for all members.
- Unit 13 - a 2.5% salary increase for all members and a \$50 increase in the boot allowance.
- Unit 14 - a 2.5% salary increase for all members, an increase in standby pay to \$95 and a POST Certification incentive to Communication Dispatchers who receive Intermediate and Advanced POST Certification.
- Unit 16 - a 2.5% salary increase for all members, a \$50 increase in the boot allowance and an increase in standby pay to \$95.
- Unit 17 - a 2.5% salary increase for all members.
- Unit 18 - a 2.5% salary increase for all members, a \$50 increase in the boot allowance and an increase in standby pay to \$95.

### FISCAL IMPACT

The total cost of this resolution is \$1,757,798, of which \$1,118,584 is a General Fund cost and 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 MOU Unit 2
- Attachment 2 MOU Unit 3
- Attachment 3 MOU Unit 8
- Attachment 5 MOU Unit 13
- Attachment 6 MOU Unit 14
- Attachment 7 MOU Unit 16
- Attachment 8 MOU Unit 17
- Attachment 9 MOU Unit 18
- Resolutions

### CONTACT

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