

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: JEREMIA MILLS, DEPUTY DIRECTOR - HUMAN RESOURCES,
HUMAN RESOURCES DEPARTMENT
SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 9 –
POLICE SAFETY MANAGEMENT, REPRESENTED BY THE
SANTA ROSA POLICE MANAGEMENT ASSOCIATION,
EFFECTIVE JULY 1, 2021 THROUGH JUNE 30, 2024

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 – Police Safety Management, represented by the Santa Rosa Police Management Association, and effective July 1, 2021 to June 30, 2024.

EXECUTIVE SUMMARY

By adopting this Resolution, Council will bring this bargaining unit under contract through June 30, 2024.

BACKGROUND

The City's representatives and representatives of the Santa Rosa Police Management Association, representing the City's Unit 9 – Police 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 3.0% salary increase effective November 7, 2021, a 2.5% salary increase effective the first full pay period following April 1, 2022, a 2.5% salary increase effective the first full pay period following July 1, 2023, and a one-time, non-pensionable lump sum payment of \$5,000.

ADOPTION OF MOU – UNIT 9 – POLICE SAFETY MANAGEMENT, REPRESENTED BY THE SANTA ROSA POLICE MANAGEMENT ASSOCIATION

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, 2021 to June 30, 2024:

- A 3.0% salary increase effective November 7, 2021
- A 2.5% salary increase effective the first full pay period following April 1, 2022
- A 2.5% salary increase effective the first full pay period following July 1, 2023
- A one-time, non-pensionable lump sum payment of \$5,000
- One additional holiday (Cesar Chavez)
- Changes to the Police Supervisor Education/Skilled base pay. Sergeant from 5% to 7% at 5 years adding 9% at 7 years with the ability to receive the incentives one year earlier with a master's degree. Adding a 2.5% incentive for Lieutenants/Captains at 3 years and 5% at 7 years with the ability to receive the incentives one year earlier with a master's degree.
- Other MOU language clean-up

FISCAL IMPACT

The estimated cost of this Resolution for Fiscal Year (FY) 2021-22 is \$397,489 with an estimated ongoing increased cost of \$689,531 annually. Funding for these expenditure increases is not included in the FY 2021-22 adopted budget and is being appropriated from the funds which are affected by the increases. The impact to the General Fund in FY 2021-22 is \$368,320 and will come from the unassigned fund balance.

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 Guidelines Section 15378.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

ADOPTION OF MOU – UNIT 9 – POLICE SAFETY MANAGEMENT, REPRESENTED
BY THE SANTA ROSA POLICE MANAGEMENT ASSOCIATION

NOTIFICATION

Not applicable.

ATTACHMENTS

- Attachment 1 – Redline MOU
- Resolution/Exhibit A - MOU

CONTACT

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