

EXHIBIT A
AMENDMENT #1 TO
THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SANTA
ROSA AND SEIU LOCAL 1021 FOR AND ON BEHALF OF THE EMPLOYEES IN
THE CITY'S UNIT 14 POLICE CIVILIAN TECHNICAL UNIT
EFFECTIVE JULY 15, 2014 THROUGH JUNE 30, 2016

This Amendment #1 dated November 18, 2014 is between the City of Santa Rosa ("City") and Unit 14 – Police Civilian Technical Unit, represented by the SEIU Local 1021 ("Union").

RECITALS

Whereas, on July 15, 2014 the City Council adopted Resolution No. 28516 ratifying the Memorandum of Understanding (MOU) between the City and SEIU Local 1021 for Fiscal years 2014/15 through 2015/2016 ("Agreement").

Whereas, on September 9, 2014 the City Council ratified a MOU with Unit 5, Police Officers, which removed the classification of Police Officer Trainee from Unit 5, Police Officers.

Whereas, the City and the Union met and conferred and came to an agreement adding the classification, Police Officer Trainee to Unit 14, Police Civilian Technical Unit.

Therefore, in order to implement the items agreed to as a result of meet and confer, the Memorandum of Understanding for Unit 14—Police Civilian Technical Unit shall be amended as follows:

AMENDMENT #1 Police Officer Trainees – Schedules, Compensatory Time Off, Holidays, Uniforms, Salary and Probation

Police Officer Trainees

Article 21 – Work Schedule shall be amended as follows:

21.2 For employees scheduled to work five (5) eight (8) hour days (commonly referred to as a 5/8 work week) each shift shall include a non-paid meal period scheduled approximately at the mid-point of the shift. This shall include Police Officer Trainees.

Article 25 – Compensating Time Off (CTO) shall be amended as follows:

25.4 Police Officer Trainees shall be paid out for any overtime incurred.

Article 26 – Holidays shall be amended as follows:

26.3 Police Officer Trainees shall observe the 12 Holidays listed in Article 26.1. If the Police Academy takes any holiday other than the 12 Holidays listed in Article 26.1, the trainees would work at the Police Department on that day.

Article 38 – Uniforms shall be amended as follows:

38.1 The City shall provide a uniform allowance for Police Field and Evidence Technicians, Community Service Officers, Police Officer Trainees and Police Technicians.

38.6 The annual uniform allowance for existing Police Technicians and Property and Evidence Technicians shall be five hundred and fifty dollars (\$550.00). Newly hired Police Technicians, Police Officer Trainees and Property and Evidence Technicians shall receive an initial six hundred dollars (\$600.00) during the first month of employment.

Article 40 – Salaries shall be amended as follows:

40.1 Effective July 13, 2014, employees shall receive a two percent (2%) Cost of Living (COLA) increase. This increase shall go into effect for Police Officer Trainees effective the first full pay period in January 2015.

Article 43 – Probation shall be amended as follows:

43.2 Probationary period for Property and Evidence Technicians, Police Officer Trainees and Police Technicians shall be twelve (12) months.

All other terms and conditions of the Memorandum of Understanding shall remain the same.

SEIU LOCAL 1021

CITY OF SANTA ROSA

Lorenzo Sotelo Date
Field Representative

John Sawyer Date
Mayor, City of Santa Rosa

APPROVED AS TO FORM:

Caroline Fowler Date
City Attorney