

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: DOMINIQUE BLANQUIE, HUMAN RESOURCES DIRECTOR
SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 8 –
TRANSIT, REPRESENTED BY SEIU LOCAL 1021, EFFECTIVE
JULY 1, 2024 THROUGH JUNE 30, 2027

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 8 – Transit, represented by SEIU Local 1021, and effective July 1, 2024 to June 30, 2027.

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 SEIU Local 1021, representing the City's Unit 8 – Transit, 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 7% salary increase effective the first full pay period including July 1, 2024, a 4% salary increase effective the first full period following July 1, 2025, and a 4% salary increase effective the first full period following July 1, 2026.

PRIOR CITY COUNCIL REVIEW

Not applicable.

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

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

- A 7% salary increase effective the first full pay period including July 1, 2024
- A 4% salary increase effective the first full period following July 1, 2025
- A 4% salary increase effective the first full period following July 1, 2026
- One additional F-time holiday
- Part-time members may elect to participate in health insurance plans and dental/vision care at the same benefit eligibility as a 1.0 FTE
- Adding a short-term disability plan, which includes a paid family leave benefit
- Increase in shift differential from \$1.00 to \$1.80 per hour for all hours worked between 4:00pm and 5:00am.
- Other MOU language clean-up and clarification

FISCAL IMPACT

The estimated cost of this Resolution for Fiscal Year (FY) 2024-25 is \$353,163 with an estimated ongoing increased cost of \$1,168,214 annually. Funding for these expenditure increases is not included in the FY 2024-25 adopted budget and is being appropriated from the funds which are affected by the increases. This unit exists solely in the Transit fund; there is no impact to the General Fund.

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 8 - Transit

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PRESENTER

Siara Goyer, Employee Relations Manager