Adoption of First Amendment to the Memorandum of Understanding, Unit 5 – Santa Rosa Police Officers Association

City Council Meeting

October 16, 2018

Jeremia Mills

Employee Relations Manager

BACKGROUND

- City Council adopted the corrected Memorandum of Understanding (MOU) between the City of Santa Rosa and Unit 5 – Santa Rosa Police Officers Association (SRPOA)on February 6, 2018, effective July 11, 2017.

- Section 35.3 of the MOU provides a $1,000 retention incentive to Unit 5 members.

- The parties intended that Unit 5 members who were employed by the City on the effective date of the MOU and who remained employed by the City as of the first pay period in July 2018, which commenced on July 8, 2018, would receive the incentive. The parties also intended that Unit 5 members who were employed by the City on the effective date but who retired prior to the first pay period in July 2018, would also receive the incentive.

- Due to a drafting oversight, Unit 5 employees who were employed by the City on the effective date, but who retired between July 1 and July 7, 2018, inclusive, did not receive the incentive.

SUBSTANTIVE MOU CHANGES

35.3 Retention Incentive

"~~Effective the first full pay period of July 2018~~ **E**~~e~~ach employee covered by this MOU who is employed a**s of the Effective Date** ~~t the time the Council approves this Agreement~~ and who remains employed **by the City without interruption** ~~at the time of this disbursement~~ **as of July 8, 2018,** shall receive a one-time, lump sum payment of $1,000.00 **in July 2018**."

and

"In recognition of the fact that the incentive payment will not be included in final compensation, members who retire between the **E**~~e~~ffective **D**~~d~~ate ~~of the Agreement~~ and **July 8, 2018,** ~~June 30, 2018~~ will receive this one-time, lump sum payment upon retirement."

RECOMMENDATION

- The Human Resources Department and the City Manager's Office recommend that the Council, by Resolution adopt the First Amendment to the Memorandum of Understanding with Unit 5 – Santa Rosa Police Officers Association attached as Exhibit A to the Resolution, effective July 11, 2017.

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QUESTIONS?