

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL

FROM: PAUL CARROLL, EMPLOYEE RELATIONS MANAGER
HUMAN RESOURCES DEPARTMENT

SUBJECT: ADOPTION OF WAGES, HOURS AND OTHER TERMS AND
CONDITIONS OF EMPLOYMENT FOR AND ON BEHALF OF THE
EMPLOYEES IN THE CITY OF SANTA ROSA'S UNIT 11 –
MIDDLE MANAGEMENT AND UNIT 12 – CONFIDENTIAL

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 Wages, Hours and Other Terms and Conditions of Employment for and on behalf of, the employees in the City's Bargaining Unit 11 –Middle Management and Unit 12 - Confidential, effective July 1, 2016 to June 30, 2017.

EXECUTIVE SUMMARY

By adopting this resolution Council will provide these unrepresented units terms equitable with the other City bargaining units for a 12 month period. This action satisfies Council Goal 2A, "Promote a City Organization that is Service - Sustainable and Maintains Employee Morale."

BACKGROUND

City staff have traditionally provided terms equitable to other bargaining units to the unrepresented Unit 11 and Unit 12. This new document maintains that tradition. The significant change to the new document is a 2.5% increase to salary for all employees in the unit.

ANALYSIS

After the completion of the majority of contract negotiations, City staff determined the appropriate changes to the Wages, Hours and Other Terms and Conditions of

ADOPTION OF WAGES, HOURS AND OTHER TERMS AND CONDITIONS OF
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PAGE 2 OF 2

Employment for Unit 11 – Middle Management and Unit 12 – Confidential.
The change of the document is as follows:

- A 2.5% salary increase for all members of Unit 11 and Unit 12.

FISCAL IMPACT

The total cost of this resolution is \$93,780, of which \$79,411 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 – Draft Document Describing Wages, Hours and Other Terms and Conditions of Employment
- Resolution/Exhibit A (Agreement)

CONTACT

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