



ADOPTION OF AN EXTENSION AGREEMENT
EXTENDING THE MEMORANDUM OF
UNDERSTANDING FOR AND ON BEHALF OF
POLICE OFFICERS – UNIT 5 REPRESENTED
BY THE SANTA ROSA POLICE OFFICERS
ASSOCIATION

City Council Meeting
January 5, 2021

Jeremia Mills, Employee Relations Manager
Human Resources Department

Summary

The City's representatives and representatives of the Santa Rosa Police Officers Association, representing the City's Unit 5 – Police Officers, have met and conferred concerning a successor Memorandum of Understanding and have agreed to an extension of the current contract to permit additional time to assess the financial effects of the COVID-19 pandemic on the City prior to negotiating a successor MOU.

By adopting this resolution, Council will bring this bargaining unit under contract through June 30, 2021

Analysis

The purpose of this extension agreement is to permit additional time to assess the financial effects of the COVID-19 pandemic on the City prior to negotiating a successor MOU. The parties agree to meet periodically between January 1 and February 28, 2021, at the request of either party, to exchange information regarding financial and other matters. Both parties hereby agree formal negotiations for a successor MOU shall begin no later than March 1, 2021.

Analysis

In recognition of the unique responsibilities of Police Officers to the community as first responders during the Covid-19 pandemic and the result of a high level of potential exposure to the virus experienced by bargaining unit members during the course and scope of their service to the community, the City agrees to the following:

- 12/27/20 -6/30/21: 2.5 hrs./wk. while under a shelter-in-place
 - Paid hours shall have no cash value.
 - Time off taken shall not cause overtime costs to back-fill their position.
 - Maximum accumulation shall not exceed sixty (60) hours.
 - Any hours remaining as of June 30, 2022, shall expire.

Analysis

- The parties agreed to establish an, “Association Leave Bank.” Hours are provided by a mandatory contribution from the members of 0.25 hours of vacation per pay period. Examples of association leave uses include union meetings, trainings, conventions, seminars or other similar events.
- The parties agree to clean up language in Article 36, “POST” incentive pay, which would clarify that incentive pay will become effective after the employee notifies the department of POST certification eligibility and completes the application process. This proposal would lessen the administrative burden for Payroll.

Approval of this action does not have a fiscal impact on the General Fund.

Recommendation

It is recommended by the Human Resources Department and the City Manager's Office that the Council, by resolution, adopt the Extension Agreement Between the City of Santa Rosa and Santa Rosa Police Officers Association for and on Behalf of the Employees in the City's Unit #5 – Police Officers, extending the Memorandum of Understanding by six months and effective January 1, 2021 through June 30, 2021.

QUESTIONS?