

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL

FROM: GOLBOU GHASSEMIEH, HUMAN RESOURCES  
DIRECTOR, HUMAN RESOURCES DEPARTMENT

SUBJECT: APPROVAL OF MEMORANDA OF UNDERSTANDING UNITS 3,  
4, 6, 7, 5, 8, 13, 14, 16, AND 18 AND AMENDMENT TO THE  
FISCAL YEAR 2017-18 ADOPTED BUDGET WITHIN VARIOUS  
FUNDS

AGENDA ACTION: RESOLUTIONS

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RECOMMENDATION

It is recommended by the Human Resources Department and the City Manager's Office that the Council, by eight (8) resolutions; (1) Adopt the Memoranda of Understanding for agreements for and on behalf of, the employee City Bargaining Units; and, (2) amend the fiscal year FY 17/18 adopted budget to increase appropriations by \$4,377,380 from various funds unassigned fund balances to cover the costs associated with these agreements.

Unit 3 – Maintenance, represented by the Operating Engineers, Local 3 (OE3)  
Units 4 – Support Services, 6 – Professional, and 7 – Technical, represented by the Santa Rosa City Employees Association (SRCEA) in affiliation with the International Brotherhood of Teamsters (IBT) Local Union Number 856  
Unit 5 – Police Officers, represented by the Police Officer's Association (POA)  
Unit 8 – Transit, represented by SEIU Local 1021  
Unit 13 – Mechanics, represented by OE3  
Unit 14 – Police Civilian Technical, represented by SEIU Local 1021  
Unit 16 – Utilities Systems Operators (USOs), represented by OE3  
Unit 18 – Santa Rosa Management Association (SRMA), represented by SRMA

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EXECUTIVE SUMMARY

By adopting these eight (8) Resolutions Council will bring the miscellaneous bargaining units under contract for a 36-month period and Police Officers for a 24-month period,

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and will amend the adopted FY 17/18 budget in order to provide funds for these additional costs that were not agreed upon at the time of budget adoption.

### BACKGROUND

The City's representatives and representatives of the ten subject City bargaining units have met and conferred concerning successor Memoranda of Understanding and have agreed on multiple year contracts. The significant change to the new agreements is a 3% increase in year 1, 3% in year 2, 2.5% in year 3, City contribution to Retiree Health and a Short-Term Disability benefit extended to all miscellaneous members, and a 3.5% increase in year 1, 3.5% increase in year 2, contribution to Retiree Medical Stipend, a one time payment of \$1,000 per employee, and a 2.5% shift differential for DUI/Accident Investigators for Police.

### 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 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 agreements made with the individual applicable units are as follows:

- Unit 3 – Weekend Differential pay of 5% and a \$50 increase in the boot allowance. Contract ratified June 14, 2017
- Units 4, 6, & 7 - Increase Shift Differential by \$0.40 for each applicable hour. Contract ratified June 6, 2017
- Unit 8 – addition of a Shift Differential of \$1.00 per hour for each applicable hour. Contract ratified June 30, 2017
- Unit 13 – Equity adjustment of 8%. Contract ratified June 14, 2017
- Unit 14 – Increase Shift Differential by \$0.20 for each applicable hour, increase Bilingual Pay by 1%, addition of \$1,000 Body armor reimbursement. Contract ratified June 7, 2017
- Unit 16 – a \$50 increase in the boot allowance, contract ratified June 28, 2017
- Unit 18 – No additions, contract ratified June 21, 2017

All units above also received:

- 3% increase July 2017, 3% increase July 2018, and 2.5% increase July 2019
- Short Term Disability coverage effective August 1, 2017
- Vacation cash out option up to 80 hours for those with 10 years of service (already available to Unit 18)
- A 0.25% contribution each year to Retiree Health Stipend to total 0.75%

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Unit 5 – Two-year term Contract Ratified June 14, 2017:

- 3% increase July 2017, 0.5% equity increase, 0.5% contribution to Retiree Medical Stipend with a 0.5% employee contribution toward PERS
- 3% increase July 2018, 0.5% equity increase, 0.5% contribution to Retiree Medical Stipend with a 0.5% employee contribution toward PERS
- One-time payment of one thousand dollars (\$1,000) per employee the first pay period in July 2018
- 2.5% Shift Differential pay for DUI/Accident Investigators

### FISCAL IMPACT

The total cost of these Resolutions is \$4,377,380. Funding for these expenditure increases is not included in the FY 2017-18 adopted budget and is being appropriated from the various funds which are affected by the increases. The impact to the General Fund is \$2,417,000 and will come from the unassigned fund balance.

### 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

- Resolutions
- Attachment 1 MOU Unit 3
- Attachment 2 MOU Units 4, 6 & 7
- Attachment 3 MOU Unit 5
- Attachment 4 MOU Unit 8
- Attachment 5 MOU Unit 13
- Attachment 6 MOU Unit 14
- Attachment 7 MOU Unit 16
- Attachment 8 MOU Unit 18

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