



ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 9 – POLICE SAFETY MANAGEMENT

City Council Meeting
November 9, 2021

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Deputy Director – Human Resources,
Human Resources Department

BACKGROUND

The City's representatives and representatives of the Santa Rosa Police Management Association, representing the City's Unit 9 – Police Safety Management, have met and conferred concerning a successor Memorandum of Understanding and have agreed on a contract.

- The new contract will be for July 1, 2021- June 30, 2024

Primary Economics

- 3% salary increase effective November 7, 2021
- 2.5% salary increase effective the first full pay period following April 1, 2022
- 2.5% salary increase effective the first full pay period following July 1, 2023
- A one-time, non-pensionable lump sum payment of \$5,000

Additional Changes

- Addition of Cesar Chavez Holiday
- Changes to the Police Supervisor Education/Skilled base pay. Sergeant from 5% to 7% at 5 years adding 9% at 7 years with the ability to receive the incentives one year earlier with a master's degree. Adding a 2.5% incentive for Lieutenants/Captains at 3 years and 5% at 7 years with the ability to receive the incentives one year earlier with a master's degree.

Fiscal Impact

The estimated cost of this Resolution for Fiscal Year (FY) 2021-22 is \$397,489 with an estimated ongoing increased cost of \$689,531 annually. Funding for these expenditure increases is not included in the FY 2021-22 adopted budget and is being appropriated from the funds which are affected by the increases. The impact to the General Fund in FY 2021-22 is \$368,320 and will come from the unassigned fund balance.

RECOMMENDATION

The Human Resources Department and the City Manager's Office recommend 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 9 – Police Safety Management, represented by the Santa Rosa Police Management Association.

QUESTIONS?