



ADOPTION OF AN EXTENSION AGREEMENT  
EXTENDING THE MEMORANDUM OF  
UNDERSTANDING FOR AND ON BEHALF OF  
POLICE SAFETY MANAGEMENT – UNIT 9  
REPRESENTED BY THE SANTA ROSA  
POLICE MANAGEMENT ASSOCIATION

City Council Meeting  
July 21, 2020

Jeremia Mills, Employee Relations Manager  
Human Resources Department

# Summary

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 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 December 31, 2020

# 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 July 1 and September 30, 2020, 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 October 1, 2020.

# 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:

- Effective the first full pay period after Council adoption members receive an initial 10 hours of leave into a “COVID-19 TIME OFF BANK”.
- 7/1/20 -12/31/20: 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, 2021, shall expire.

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 Management Association for and on Behalf of the Employees in the City's Unit #9 – Police Safety Management, extending the Memorandum of Understanding by six months and effective July 1, 2020 through December 31, 2020.

# QUESTIONS?