



# ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 9 – FIRE SAFETY MANAGEMENT

City Council Meeting  
February 15, 2022

Jeremia Mills  
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 – Fire 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 January 30, 2022
- 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

- Supervisor Education/Skilled pay of 2.5% incentive for 2.5 years and 5% at 5 years.
- Addition of Cesar Chavez Holiday

# Fiscal Impact

The estimated cost of this Resolution for Fiscal Year (FY) 2021-22 is \$210,910 with an estimated ongoing increased cost of \$223,513 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 \$90,910 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 – Fire Safety Management, represented by the Santa Rosa Police Management Association.

QUESTIONS?