

RESOLUTION NO. RES-2017-127

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA ADOPTING A MEMORANDUM OF UNDERSTANDING FOR AND ON BEHALF OF THE EMPLOYEES IN THE CITY OF SANTA ROSA'S UNIT 5 – POLICE OFFICERS REPRESENTED BY THE SANTA ROSA POLICE OFFICERS ASSOCIATION EFFECTIVE JULY 1, 2017 THROUGH JUNE 30, 2019 AND AMENDING THE FISCAL YEAR 2017-18 ADOPTED BUDGET

WHEREAS, 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; and

WHEREAS, the City through its management representatives, has met and conferred in good faith with the Santa Rosa Police Officers Association, the recognized representative of the City's 5 – Police Officers, and during this period in which the meet and confer process took place, the representatives of each have freely exchanged information, opinions, and proposals on matters regarding wages, hours and other terms and conditions of employment for employees in the City's Unit 5 – Police Officers; and

WHEREAS, the Council has fully considered the information, opinions and recommendations made by the Union during the meet and confer process on behalf of the employees in the City's Unit 5 – Police Officers; and

WHEREAS, the representatives of both the City and the Union have reached agreement on matters within the scope of representation and jointly prepared a written Memorandum of Understanding to be presented to the Council for determination; and

WHEREAS, the Union has ratified the Memorandum of Understanding; and

WHEREAS, the City's representatives have recommended that the Council adopt the Memorandum of Understanding; and

WHEREAS, the adopted budget for fiscal year 2017-18 did not include funding for these agreed upon changes to the MOU requiring an amendment.

NOW, THEREFORE, BE IT RESOLVED that the Council of the City of Santa Rosa adopts the recommended Memorandum of Understanding between the City of Santa Rosa and the, Santa Rosa Police Officers Association for and on behalf of the employees in the City's Unit 5 – Police Officers, in substantially the same form as Exhibit “A” hereto, subject to approval as to form by the City Attorney.

BE IT FURTHER RESOLVED that the Council amends the City classification plan and salary plan for permanent budgeted positions in Unit 5 – Police Officers as follows:

- Effective the first full pay period following July 1, 2017, increase the salary range 3.5% with \$0.5% contribution to the Retiree Health Saving Plan.

- Effective the first full pay period following July 1, 2017 employees in pension Tier 1 and Tier 2 shall contribute an additional one half percent (0.5%) toward the cost pension.
- Effective July 1, 2018, increase the salary range by 3.5% with \$0.5% contribution to the Retiree Health Savings Plan.
- Effective July 1, 2018, employees in pension Tier 1 and Tier 2 shall contribute an additional one half percent (0.5%) toward the cost pension.
- Effective June 30, 2019, employees in pension Tier 1 and Tier 2 shall contribute an additional one half percent (0.5%) toward the cost pension.
- Provide 2.5% Shift Differential to DUI/Accident Investigators.

BE IT FURTHER RESOLVED that the Council authorizes and directs the Mayor to execute the Memorandum of Understanding.

BE IT FURTHER RESOLVED that the Council authorizes the Chief Financial Officer to amend the fiscal year 2017-18 adopted salary and benefit budget to increase appropriations as follows:

General Fund (Fund 1100)	\$933,437
Measure O Fund (Fund 205)	\$84,630

BE IT FURTHER RESOLVED that the Council authorizes and directs the City Manager or designee to implement and administer the Memorandum of Understanding and execute any supplements, modifications or amendments to the Memorandum of Understanding that are operational and not financial in nature, which may be necessary from time to time to implement its terms, subject to approval as to form by the City Attorney.

IN COUNCIL DULY PASSED this 11th day of July, 2017.

AYES: (7) Mayor Coursey, Vice Mayor Tibbetts, Council Members Combs, Olivares, Rogers, Sawyer, Schwedhelm

NOES: (0)

ABSENT: (0)

ABSTAIN: (0)

ATTEST: _____
City Clerk

APPROVED: _____
Mayor

APPROVED AS TO FORM:

City Attorney

Exhibit A – MOU between the City of Santa Rosa and Unit 5 - Police Officers