

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, UNIT 9 –  
POLICE MANAGEMENT AND AMENDMENT TO THE FISCAL  
YEAR 2017-18 ADOPTED BUDGET WITHIN VARIOUS FUNDS

AGENDA ACTION: RESOLUTION

---

RECOMMENDATION

The Human Resources Department and the City Manager's Office recommend that the Council, by Resolution, (1) approve the Memorandum of Understanding for Unit 9 – Police Management, for the period of July 1, 2017 through June 30, 2019; and, (2) amend the fiscal year FY 17/18 adopted budget to increase appropriations by \$233,885 from various funds' unassigned fund balance to cover the costs associated with this agreement.

---

EXECUTIVE SUMMARY

By adopting this Resolution Council will bring the subject bargaining unit under contract for a 36-month period, 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 Unit 9 – Police Management have met and conferred concerning successor Memoranda of Understanding and have agreed on a two year contract. The significant change to the amendment and new agreement is a 3% salary increase in year 1, 3% increase in year 2, and a City contribution to the Retiree Health Stipend fund.

## APPROVAL OF MEMORANDUM OF UNDERSTANDING, UNIT 9

### 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 Unit 9 is as follows:

- Effective the first full pay period following July 1, 2017 salary increase of 3% with a contribution to the Retiree Health Stipend fund of 0.25%.
- Effective July 1, 2018 salary increase of 3% with a contribution to the Retiree Health Stipend fund of 0.25%.

### FISCAL IMPACT

The total cost of this resolution is \$233,885. Funding for these expenditure increases is not included in the FY 2017-18 adopted budget and is being appropriated from the funds which are affected by the increases. The impact to the General Fund is \$218,009 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

- Attachment 1 MOU Police Management
- Resolution/Exhibit A – Unit 9 MOU – Police Management

### CONTACT

golbou ghassemieh, [gghassemieh@srcity.org](mailto:gghassemieh@srcity.org), 543-3070.