

## **EXHIBIT A**

### **FIRST AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY OF SANTA ROSA AND SANTA ROSA POLICE OFFICERS ASSOCIATION FOR AND ON BEHALF OF THE EMPLOYEES IN THE CITY'S UNIT 5 – POLICE OFFICERS**

**FISCAL YEARS 2017/2018 through 2018/2019**

This First Amendment to the MOU is made by and between the City of Santa Rosa ("City") and the Santa Rosa Police Officers' Association ("Association").

#### **RECITALS**

- A. The MOU, adopted by the City Council through Resolution 2018-016 on February 6, 2018, with an effective date of July 11, 2017 ("Effective Date"), sets forth the understandings of the parties with respect to the terms and conditions of employment therein.
- B. Section 35.3 of the MOU provides a \$1,000 retention incentive to Unit 5 members.
- C. The parties intended that Unit 5 members who were employed by the City on the Effective Date and who remained employed by the City as of the first pay period in July 2018, which commenced on July 8, 2018, would receive the incentive.
- D. The parties also intended that Unit 5 members who were employed by the City on the Effective Date but who retired prior to the first pay period in July 2018, would also receive the incentive.
- E. Due to a drafting oversight, Unit 5 employees who were employed by the City on the Effective Date, but who retired between July 1 and July 7, 2018, inclusive, did not receive the incentive.
- F. The parties would like to correct the oversight so that these retired officers will be eligible to receive the retention incentive under the terms of the MOU.

**NOW THEREFORE**, City and Association agree as follows:

1. Article 35.3 of the MOU is amended and replaced in its entirety to read as follows:

"35.3 Retention Incentive

Each employee covered by this MOU who is employed as of the Effective Date and who remains employed by the City without interruption as of July 8, 2018,

shall receive a one-time, lump sum payment of \$1,000.00 in July 2018.

The parties agree that this one-time, lump sum payment is not intended to compensate employees for any time worked in the past and or in the future and further agree that this payment does not meet the criteria under California Code of Regulations 571(b) as reportable compensation for retirement purposes.

In recognition of the fact that the incentive payment will not be included in final compensation, members who retire between the Effective Date and July 8, 2018, will receive this one-time, lump sum payment upon retirement."

Except as modified herein, all other terms of the MOU shall remain in full force and effect.

### **RATIFICATION**

Ratified:

Santa Rosa Police Officer's  
Association

Ratified:

City of Santa Rosa

\_\_\_\_\_  
Steve Rakoski                      Date  
P.O.A. President

\_\_\_\_\_  
Chris Coursey                      Date  
Mayor

APPROVED AS TO FORM:

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Sue Gallagher                      Date  
City Attorney