

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: DOMINIQUE BLANQUIE, HUMAN RESOURCES DIRECTOR,
HUMAN RESOURCES
SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 9 –
FIRE SAFETY MANAGEMENT REPRESENTED BY SANTA
ROSA POLICE MANAGEMENT ASSOCIATION, EFFECTIVE
JULY 1, 2026 THROUGH JUNE 30, 2027

AGENDA ACTION: RESOLUTION

RECOMMENDATION

The Human Resources Department and the City Manager's Office recommend that the Council, by resolution, adopt the Memorandum of Understanding for employees in the City's Bargaining Unit 9 – Fire Safety Management, represented by the Santa Rosa Police Management Association, effective July 1, 2026 through June 30, 2027. This item is requesting appropriations for on-going funding.

EXECUTIVE SUMMARY

The proposed resolution adopts a successor Memorandum of Understanding for Bargaining Unit 9 – Fire Safety Management, effective July 1, 2026 through June 30, 2027. The agreement includes a 4% salary increase, changes to education incentive pay, new certification pays, and other language clean-up and clarifications.

GOAL

This item relates to Council Goal #1 - Achieve and Maintain Budgeting Excellence and Fiscal Stability and provides workforce continuity through an agreed-upon Memorandum of Understanding with Unit 9 – Fire Safety Management.

BACKGROUND/PRIOR COUNCIL REVIEW

The City's representative and representatives of 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 significant changes to the new agreement are: 4% salary increase effective the first full pay period following July 1, 2026, and establishing new certification pays.

ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 9 – FIRE SAFETY
MANAGEMENT REPRESENTED BY SANTA ROSA POLICE MANAGEMENT
ASSOCIATION.
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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 changes to the Unit 9 Memorandum of Understanding, effective July 1, 2026 to June 30, 2027:

- A 4% salary increase effective the first full period following July 1, 2026
- Changes to the Education Incentive, increasing the incentive from 2.5% to 5% of base salary regardless of time in unit.
- Establishing certification pay at a rate of 3% base salary for up to one California Incident Command Certification System (CICCS) 300 level assignment or above
- Establishing certification pay at a rate of 2% base salary for Hazardous Materials Incident Commander Certificate
- Other MOU language clean-up and clarification

FISCAL IMPACT

The estimated cost of this resolution for Fiscal Year (FY) 2026-27 is \$190,909. The City has included these expenditure increases in the FY 2026-27 budget. The impact to the General Fund in FY 2026-27 is \$154,208. This will contribute to the deficit going forward and will be paid for with unassigned reserves in future years unless offset by expenditure reductions or revenue increases, or both, to bring the General Fund budget into balance.

ENVIRONMENTAL IMPACT

Pursuant to CEQA Guidelines Section 15378, the recommended action is not a "project" subject to the California Environmental Quality Act (CEQA) because it does not have the potential for resulting in either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment. In the alternative, the recommended action is exempt from CEQA pursuant to CEQA Guidelines Section 15061(b)(3) because it can be seen with certainty that there is no possibility that the recommended action may have a significant effect on the environment.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

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NOTIFICATION

Not applicable.

ATTACHMENTS

- Attachment 1 – Redline MOU
- Resolution/Exhibit A – MOU Unit 9 – Fire Safety Management

PRESENTER(S)

Dominique Blanquie, Human Resources Director
Siara Goyer, Labor Relations Manager