

RESOLUTION NO. RES-2024-187

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA ADOPTING A MEMORANDUM OF UNDERSTANDING AND SINGLE ROLE PARAMEDIC SIDE LETTER FOR AND ON BEHALF OF THE EMPLOYEES IN THE CITY OF SANTA ROSA'S UNIT 2 – FIREFIGHTING, REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (IAFF), LOCAL 1401, EFFECTIVE JULY 1, 2024 THROUGH JUNE 30, 2027

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-Miliias-Brown Act and applicable laws; and

WHEREAS, the previous Memorandum of Understanding for the City's Unit 2 – Firefighting has an end date of June 30, 2024; and

WHEREAS, the City through its management representatives, has met and conferred in good faith with the International Association of Fire Fighters, Local 1401, the recognized representative of the City's Unit 2 – Firefighting, 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 2 – Firefighting; 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 2 – Firefighting; 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 effective July 1, 2024 through June 30, 2027, to be presented to the Council for determination; 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 successor Single Role Paramedic Side Letter to be presented to the Council for determination; and

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

WHEREAS, the Union has agreed to the Single Role Paramedic Side Letter; and

WHEREAS, the City's representatives have recommended that the Council adopt both the Memorandum of Understanding and Single Role Paramedic Side Letter.

NOW, THEREFORE, BE IT RESOLVED that the Council of the City of Santa Rosa adopts both the recommended Memorandum of Understanding and the Single Role Paramedic Side Letter between the City of Santa Rosa and the International Association of Fire Fighters,

Local 1401, for and on behalf of the employees in the City’s Unit 2 – Firefighting, effective July 1, 2024 through June 30, 2027, in substantially the same form as Exhibit “A” and Exhibit “B” 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 2 – Firefighting as follows:

- Effective September 8, 2024, increase the salary range by 6%
- Effective the first full pay period following July 1, 2025, increase the salary range by 3%
- Effective the first full pay period following July 1, 2026, increase the salary range by 3%

BE IT FURTHER RESOLVED that the Council authorizes and directs the Mayor to execute the Memorandum of Understanding and Single Role Paramedic Side Letter.

BE IT FURTHER RESOLVED that the Council authorizes and directs the City Manager or designee to implement and administer the Memorandum of Understanding and Single Role Paramedic Side Letter and execute any supplements, modifications or amendments to the Memorandum of Understanding or Single Role Paramedic Side Letter 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 10th day of December, 2024.

AYES: (6) Mayor N. Rogers, Vice Mayor Stapp, Council Members Alvarez, Fleming, MacDonald, Okrepkie

NOES: (0)

ABSENT: (0)

ABSTAIN/RECUSE: (0)

ATTEST: _____ APPROVED: _____
City Clerk Mayor

APPROVED AS TO FORM: _____
City Attorney

Exhibit A – MOU between the City of Santa Rosa and IAFF, Local 1401, Unit 2 – Firefighting
Exhibit B – Single Role Paramedic Side Letter between the City of Santa Rosa and IAFF, Local 1401, Unit 2 - Firefighting