

RESOLUTION NO. 2024-021

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ROHNERT PARK
AUTHORIZING AND APPROVING A MEMORANDUM OF AGREEMENT WITH
THE ROHNERT PARK PUBLIC SAFETY MANAGERS' ASSOCIATION (RPPSMA)
FOR THE PERIOD OF JUNE 22, 2021 – JUNE 30, 2025.**

WHEREAS, on June 22, 2021, the City Council adopted Resolution No. 2021-082 approving and adopting a Memorandum of Agreement with the Rohnert Park Public Safety Managers' Association (RPPSMA); and

WHEREAS, the RPPSMA and City staff have met and conferred in good faith to amend certain terms and conditions of the Agreement effective March 10, 2024 ; and

WHEREAS, staff prepared the attached Side Letter Agreement effective March 10, 2024 to the Memorandum of Agreement; and


WHEREAS, the attached Side Letter Agreement effective March 10, 2024 has been approved by representatives of RPPSMA.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Rohnert Park that it does hereby authorize and approve the Side Letter Agreement effective March 10, 2024 to the Memorandum of Agreement for the RPPSMA, which is attached hereto as **Exhibit "A"** and incorporated by this reference.

BE IT FURTHER RESOLVED that the City Manager is hereby authorized and directed to execute documents pertaining to same for and on behalf of the City of Rohnert Park.

DULY AND REGULARLY ADOPTED this 9th day of April, 2024.

CITY OF ROHNERT PARK



Susan H. Adams, Mayor

ATTEST:



Sylvia Lopez Cuevas, City Clerk

APPROVED AS TO FORM:

SEE ATTACHED

Michelle M. Kenyon, City Attorney

Attachments: Exhibit A

ELWARD: *Aye* RODRIGUEZ: *Aye* SANBORN: *Aye* GIUDICE: *Aye* ADAMS: *Aye*
AYES: (5) NOES: (0) ABSENT: (0) ABSTAIN: (0)

EXHIBIT A
AGREEMENT
BETWEEN
THE CITY OF ROHNERT PARK
AND
THE ROHNERT PARK PUBLIC SAFETY MANAGERS' ASSOCIATION

Battalion Chief Coverage

The City of Rohnert Park (the "City") and the Rohnert Park Public Safety Managers' Association ("RPPSMA") entered into a Memorandum of Agreement effective June 22, 2021 – June 30, 2025 ("MOA"). The City and the RPPSMA are collectively referred to herein as the "Parties."

The City and RPPSMA have met and conferred in good faith, in accordance with the Meyers-Milias-Brown Act ("MMBA"), concerning the terms and conditions of this Agreement (Battalion Chief Coverage). The specific provisions contained in this Agreement are intended to temporarily supersede any previous agreements, whether oral or written, regarding the matter contained herein. Further, except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the RPPSMA in the MOA shall remain in full force and effect.

Whereas, Effective March 10, 2024 through July 13, 2024, the following shall apply:

1. Hours, Days and Period of Work

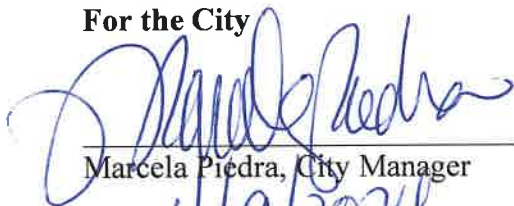
- (a) Public Safety Lieutenants: The primary workweek for Public Safety Lieutenants shall be a 4/10, 9/80, or the 2x4 Schedule. The hours, days and period of work shall be as follows:
- (i) Regular Days of Work for the 4/10 Schedule -The regular workweek for employees assigned to the 4/10 Schedule shall consist of four (4) consecutive workdays of ten (10) hours followed by three (3) consecutive days off. As may be determined from time to time by mutual agreement of an employee and his/her supervisor, the employee assigned to the 4/10 Schedule may volunteer for a workweek other than defined in this section.
 - (ii) Regular Days of Work for the 9/80 Schedule - The regular workweek for employees assigned to the 9/80 Schedule shall consist of four (4) consecutive workdays of nine (9) hours during one seven (7) day regular work period, followed by four (4) consecutive workdays of nine (9) hours plus one workday of eight (8) hours during the second seven (7) day regular work period. As may be determined from time to time by mutual agreement of an employee and his/her supervisor, the employee assigned to the 9/80 Schedule may volunteer for a work week other than defined in this section.
 - (iii) Under the 2x4 schedule, the work period is a 24-day period. Each Lieutenant is scheduled for eight (8) 24-hour shifts during the 24-day work period. The pattern of the 2x4 schedule is to work 48 consecutive hours followed by 96 hours off.
- (b) Deputy Chiefs: The regular workweek for Deputy Chiefs shall be a 5/8 Schedule, which shall consist of five (5) consecutive workdays of eight (8) hours during one seven (7) day regular work period. As

may be determined from time to time by mutual agreement of an employee and his/her supervisor, the employee may volunteer for a work week other than defined in this section. Additionally, upon approval by the City Manager and Director of Public Safety, a Deputy Chief may work a 4/10 or 9/80 schedule.

- (c) Regular Work Period: A Regular Work Period shall be the seven (7) day work period beginning at 12:01 a.m. on Monday and ending at 12 midnight on Sunday.
- (d) In order to provide services to the community at all times during the day and week, the City will establish shifts. The City retains the authority to determine the regular start and end times and days of shifts and the authority to transfer an employee from one shift to another.
- (e) Shift Rotation for Lieutenants: Shift rotation for Lieutenants will occur generally every 24 months. Shift selections will be made by of the Director of Public Safety. In keeping with the needs of the agency, rotations may be shortened to 18 months or extended to 30 months as needed to minimize disruption. Unless approved by the City Manager, Lieutenants may not work the same shift for two consecutive rotations.


From March 10, 2024 to June 30, 2024, Lieutenants scheduled to the “2 x 4” Schedule shall have their leave usage (Annual Leave) limited. Use of Annual Leave, and related benefit time, for employees assigned to the “2 x 4” Schedule, shall be computed by a ratio of 0.71. Any employees at the Annual Leave Accrual Cap shall be provided with a temporary “waiver” of the cap, and shall be allowed to accrue Annual Leave beyond the established Cap. The temporary “waiver” will expire on December 31, 2024.

For the City



Marcela Piedra, City Manager
Date: 4/9/2024

For the RPPSMA



Andrew Smith, RPPSMA President
Date: 3/12/24