

RESOLUTION NO. 2018-117

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ROHNERT PARK AUTHORIZING AND APPROVING AMENDMENT FOUR TO THE MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF ROHNERT PARK AND THE ROHNERT PARK PUBLIC SAFETY OFFICERS' ASSOCIATION (RPPSOA) REGARDING ACTING COMMANDER ASSIGNMENTS

WHEREAS, on March 28, 2017, the City Council adopted Resolution No. 2017-035 approving and adopting a Memorandum of Agreement with the Rohnert Park Public Safety Officers' Association (RPPSOA); and

WHEREAS, on April 24, 2018, the City Council adopted Resolution No. 2018-051 approving and adopting Amendment One to the Memorandum of Agreement with the Rohnert Park Public Safety Officers' Association (RPPSOA); and

WHEREAS, on May 8, 2018, the City Council adopted Resolution No. 2018-068 approving and adopting Amendment Two to the Memorandum of Agreement with the Rohnert Park Public Safety Officers' Association (RPPSOA); and

WHEREAS, on June 12, 2018, the City Council adopted Resolution No. 2018-078 approving and adopting Amendment Three to the Memorandum of Agreement with the Rohnert Park Public Safety Officers' Association (RPPSOA); and

WHEREAS, the RPPSOA and City staff have met and conferred in good faith to amend certain terms and conditions of the Agreement effective August 28, 2018; and

WHEREAS, staff prepared the attached Amendment Four (Side Letter Agreement dated August 9, 2018) to the Memorandum of Agreement; and

WHEREAS, the attached Amendment Four (Side Letter Agreement dated August 9, 2018) has been approved by representatives of RPPSOA.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Rohnert Park that it does hereby authorize and approve Amendment Four (Side Letter Agreement dated August 9, 2018) to the Memorandum of Agreement for the RPPSOA, effective August 28, 2018, 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 28th day of August, 2018.

CITY OF ROHNERT PARK

Pam Stafford
Pam Stafford, Mayor

ATTEST:

Caitlin Saldanha
Caitlin Saldanha, Assistant City Clerk

Attachment: Exhibit A

AHANOTU: Aye BELFORTE: Aye MACKENZIE: Absent CALLINAN: Aye STAFFORD: Aye
AYES: (4) NOES: (0) ABSENT: (1) ABSTAIN: (0)

EXHIBIT A

SIDE LETTER AGREEMENT

City Of Rohnert Park and the Rohnert Park Public Safety Officers' Association August 1, 2018

The City of Rohnert Park ("City") and the Rohnert Park Public Safety Officers' Association ("RPPSOA") are parties to a Memorandum of Agreement ("MOA") effective April 2, 2017-June 30, 2021.

Section 10.4(e) provides as follows:

Acting Commander Pay:

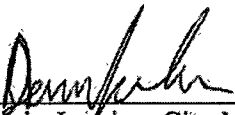
Public Safety Sergeants shall be eligible to serve as an Acting Commander. The duration of such assignments may range from one pay period up to three months, and will be made in writing. An Acting Commander assignment will typically be compensated by a 10% acting pay for all hours actually worked as an Acting Commander. This Incentive Pay may be adjusted upon assignment if necessary, to ensure against loss of income to the assigned Sergeant if other assignment-based compensation is removed due to the Acting Commander assignment. The exact amount of the Incentive Pay shall be calculated to most closely match the Sergeant's existing pay structure, and shall not exceed a maximum of 15%. A Sergeant receiving an Acting Commander Incentive Pay may sign up for routine overtime offered to all Sergeants but shall not be paid the Acting Lieutenant Commander Pay for such overtime hours worked. Acting Commanders will receive overtime as required by law for emergency holdovers, or for overtime work assigned by the Director of Public Safety or his/her designee.

Effective July 27, 2018, the parties agree to amend Section 10.4(e) of the current MOA to extend the duration of acting assignments to a maximum of 960 hours per fiscal year for a position that is vacant during recruitment for a permanent appointment or 12 months for an acting assignment temporarily available due to another employee's leave of absence by amending Section 10.4(e) as follows:

Public Safety Sergeants shall be eligible to serve as an Acting Commander. The duration of such assignments may range from one pay period up to 960 hours per fiscal year for a position that is vacant during recruitment for a permanent appointment or 12 months for an acting assignment temporarily available due to another employee's leave of absence and will be made in writing. An Acting Commander assignment will typically be compensated by a 10% acting pay for all hours actually worked as an Acting Commander. This Incentive Pay


may be adjusted upon assignment if necessary, to ensure against loss of income to the assigned Sergeant if other assignment-based compensation is removed due to the Acting Commander assignment. The exact amount of the Incentive Pay shall be calculated to most closely match the Sergeant's existing pay structure, and shall not exceed a maximum of 15%. A Sergeant receiving an Acting Commander Incentive Pay may sign up for routine overtime offered to all Sergeants but shall not be paid the Acting Commander Pay for such overtime hours worked. Acting Commanders will receive overtime as required by law for emergency holdovers, or for overtime work assigned by the Director of Public Safety or his/her designee.

For the City:



Darrin Jenkins, City Manager
Date: 8/9/18

For the Association:



Rick Bates, RPPSOA President
Date: 8-5-18