

**SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF ROHNERT PARK
AND
THE ROHNERT PARK PUBLIC SAFETY OFFICERS' ASSOCIATION**

Dispatch Center Staffing Crisis – Effective July 1, 2023

The City of Rohnert Park (the “City”) and the Rohnert Park Public Safety Officers’ Association (“RPPSOA”) entered into a Memorandum of Agreement effective June 8, 2021 – June 30, 2025 (“MOA”). The City and the RPPSOA are collectively referred to herein as the “Parties.”

The City and RPPSOA have met and conferred in good faith, in accordance with the Meyers-Milius-Brown Act (“MMBA”), concerning the terms and conditions of this Agreement. The specific provisions contained in this Agreement are intended to supersede any previous agreements, whether oral or written, regarding Salary Adjustments contained in Section 8.1 of the MOU. Further, except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the RPPSOA in the MOA shall remain in full force and effect.

The City recently lost a very qualified Dispatcher due to retirement. Currently, three additional Dispatchers are eligible to retire. Moreover, two employees are still in the 18-month training program. Retirements are projected to create a critical staffing challenge which significantly impacts the City’s ability to provide vital emergency services. As of today, the City is 14% below market value for the Dispatcher II classification. Thus, hiring a lateral to replace the retiring personnel is exceptionally difficult. In addition, current dispatch personnel work an average of 94 hours of overtime per month. Moreover, the average training time for a newly hired, entry level, Dispatcher I is 18 months with an extremely low success rate.

In the event the Dispatch Center hits critically low staffing levels, the City could be forced to “contract out” dispatch services to the Sonoma County Sheriff’s Office (SCMO) and REDCOM (Santa Rosa based Dispatch Services JPA). This would cost an estimated \$3,118,635 per year.

In order to avoid critical staffing challenges, the Parties agree to the following:

Retention Incentive Bonus: Eligible regular employees, assigned to the Dispatch Division, shall receive a retention incentive bonus pursuant to the employee’s years of service at the City of Rohnert Park:

18 months to less than 5 years =	\$2,500
5 years to less than 10 years =	\$5,000
10 years of service or more =	\$10,000

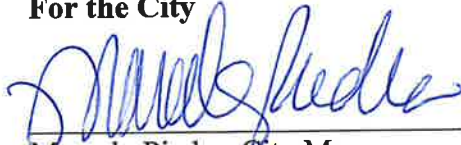
The Retention Incentive Bonus shall be payable in two installments. The first half shall be payable July 1, 2023. The final half shall be payable the first full pay period of December 2024.

The Retention Incentive is a one-time, non-pensionable bonus.

Market Equity Adjustment: Effective July 1, 2023, the Public Safety Dispatcher I, II, and Communications Supervisor Pay Rates and Ranges shall be increased by an additional 2.0%. Effective July 1, 2024, the Public Safety Dispatcher I, II, and Communications Supervisor Pay Rates and Ranges shall be increased by an additional 2.0%.

//

For the City



Marcela Piedra, City Manager

Date: 7/6/2023

For the RPPSOA



Casey Quinn, RPPSOA President

Date: 6/28/23