

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

Work Schedule Change – Effective January 15, 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-Milias-Brown Act ("MMBA"), concerning the terms and conditions of this Agreement. (Work Schedule Change). 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 RPPSOA in the MOA shall remain in full force and effect.

Whereas Article 1.2 of the MOA ("Existing Article 1.2") provides:

Four (4) consecutive work days of ten (10) consecutive hours followed by three (3) consecutive days off; or twelve (12) hour shifts for patrol personnel as described in Exhibit X consisting of three [3] consecutive work days of twelve [12] consecutive hours followed by four [4] consecutive days off followed by four [4] consecutive work days of twelve [12] consecutive hours followed by three [3] consecutive days off, with an employee receiving an eight [8] hour "payback" once every FLSA work period shall constitute the primary workweek for all employees of the bargaining unit, except those assigned to the Fire Division on the Kelly Plan or "2x4" Schedules, and Public Safety Officer Trainees. Under special or unusual circumstances, alternate workweeks can be implemented by the Director of Public Safety through a side-letter agreement with the RPPSOA following a Meet and Confer Process. Such side-letter agreements shall contain a specific expiration date and shall not establish precedent for future cases. The established work cycle shall commence at 12:01 a.m. on Sunday.

Effective January 15, 2023 through May 20, 2023, the Parties mutually agree to temporarily modify Article 1.2 of the MOA to read as follows:

Either four (4) consecutive work days of ten (10) consecutive hours, Monday through Thursday, followed by three (3) consecutive days off; or three (3) twelve and a half (12.5) hour shifts, Friday through Sunday, for patrol personnel as described in Exhibit X consisting of three [3] consecutive work days of twelve and a half [12.5] consecutive hours followed by four [4] consecutive days off followed by three [3] consecutive work days of twelve and a half [12.5] consecutive hours followed by three [3] consecutive days off, with an employee working a ten [10] hour "payback" once every FLSA work period shall constitute the primary workweek for all employees of the bargaining unit, except those assigned to the Fire Division on the Kelly Plan or "2x4" Schedules, and Public Safety Officer Trainees. Under special or unusual circumstances, alternate workweeks can be implemented by the Director of Public Safety through a side-letter

agreement with the RPPSOA following a Meet and Confer Process. Such side-letter agreements shall contain a specific expiration date and shall not establish precedent for future cases. The established work cycle shall commence at 12:01 a.m. on Sunday.

This Agreement shall sunset on May 20, 2023 and on that date, Article 1.2 of the MOA shall revert to the Existing Article 1.2.

For the City



Darrin Jenkin, City Manager

Date: 11/9/2022

For the RPPSOA



Casey Quinn, RPPSOA President

Date: 10/28/22