

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

*Public Safety Officer Class Series Clarification – Effective March 14, 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 10.1(b) of the MOA provides:

**(b) PSO I-IV Classifications**

- (i) **PSO I:** The PSO I is the entry level classification with the requirements as set forth in the Public Safety Officer I job description.
- (ii) **PSO II:** The PSO II classification requires successful completion of PSO I Field Training Program, successful completion of the Fire Academy and department specific training required for sign off as a Fire Fighter I.
- (iii) **PSO III:** The PSO III classification requires all of the requirements of PSO II and the achievement of the Department's qualifications to be a Fire Engineer, including the following:
  - (1) Fire Engineer shall be defined as any employee who has been fully qualified both mentally and physically capable to operate one or more pieces of City-owned firefighting pumping apparatus.
  - (2) Each qualified Fire Engineer must receive at least ten (10) hours of refresher training provided by the Department of Public Safety each year. Any Public Safety Officer not completing the annual training will be subject to demotion for failing to maintain his/her qualification.
  - (3) The required hands-on field-testing for Fire Engineer shall be done at random by lottery, and at any time.

(iv) **PSO IV:** The PSO IV classification requires all of the requirements of the PSO III classification and completion of (1), (2), and (3) below:

- (1) Minimum of ten (10) years of full-time peace officer or firefighter experience, of which a minimum of five (5) years shall be service with the City of Rohnert Park, and
- (2) Possession of a P.O.S.T. Intermediate Certificate or higher, and
- (3) Any one of:
  - (i) Associate of Arts degree or higher from an accredited college, or
  - (ii) Actively seeking a Bachelor's degree from an accredited college, with a minimum of two years completed ("actively seeking" means the successful completion of courses towards a Bachelor's degree in two of the three most recent semesters or quarters, with a total of at least six (6) semester units completed during that period), or
  - (iii) Assigned one or more of the Special Assignments listed below within the past five (5) years. Special Assignments to be considered for this program are: Field Training Officer; Detective; COPS; Special Enforcement Unit; Gang Officer; Police Canine Handler; School Resources Officer; Firearms Instructor; Defensive Tactics Instructor; Driving Instructor; Motors; Traffic; Malt; Field ID Technician; OES Coordination Team, or other assignments deemed qualifying by the Director of Public Safety.

Effective March 14, 2023, the Parties mutually agree to modify Article 10.1(b) of the MOA to read as follows:

**(b) PSO I-IV Classifications**

(i) (i) **PSO I:** The PSO I is the entry level classification with the requirements as set forth in the Public Safety Officer I job description.

- a. Employees are required to advance to PSO II within a reasonable period of time. The requirements for advancement are outlined in the PSO II classification below. The timeline for meeting the specified requirements are contingent upon academy and departmental availability.
- b. PSO I employees are permitted to defer attendance at the assigned Fire Academy one time only within their career.
- c. PSO I employees are permitted two opportunities to successfully complete Fire Technology 208, or the equivalent.
- d. PSO I employees are permitted two opportunities to successfully complete the assigned Fire Academy.
- e. In the event a PSO I employee fails Fire Technology 208 and/or the Fire Academy, the department will draft a Performance Improvement Plan (PIP) for the employee, specific to the course and/or academy failure. The PIP will outline all performance deficiencies and shall include specific remediation tools, goals, and timelines. The intent of the PIP

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is to provide the employee with the necessary training and time to successfully pass Fire Technology 208 and/or the Fire Academy.


f. Failure of a PSO I employee to successfully pass Fire Technology 208 and/or the Fire Academy, after two attempts, may result in disciplinary action, up to and including termination.

g. Nothing in this section shall preclude the City from otherwise taking disciplinary action, e.g. for cause, pursuant to the City's Personnel Rules and Regulations.


- (ii) **PSO II:** The PSO II classification requires successful completion of PSO I Fied Training Program, successful completion of the Fire Academy and/or, for employees hired prior to January 1, 2021, successful completion of the State Fire Marshal requirements, and department specific training required for sign off as a Fire Fighter I.
- (iii) **PSO III:** The PSO III classification requires all of the requirements of PSO II and the achievement of the Department's qualifications to be a Fire Engineer, including the following:
  - (1) Fire Engineer shall be defined as any employee who has been fully qualified both mentally and physically capable to operate one or more pieces of City-owned firefighting pumping apparatus.
  - (2) Each qualified Fire Engineer must receive at least ten (10) hours of refresher training provided by the Department of Public Safety each year. Any Public Safety Officer not completing the annual training will be subject to demotion for failing to maintain his/her qualification.
  - (3) The required hands-on field-testing for Fire Engineer shall be done at random by lottery, and at any time.
- (iv) **PSO IV:** The PSO IV classification requires all of the requirements of the PSO III classification and completion of (1), (2), and (3) below:
  - (1) Minimum of ten (10) years of full-time peace officer or firefighter experience, of which a minimum of five (5) years shall be service with the City of Rohnert Park, and
  - (2) Possession of a P.O.S.T. Intermediate Certificate or higher, and
  - (3) Any one of:
    - (i) Associate of Arts degree or higher from an accredited college, or
    - (ii) Actively seeking a Bachelor's degree from an accredited college, with a minimum of two years completed ("actively seeking" means the successful completion of courses towards a Bachelor's degree in two of the three most recent semesters or quarters, with a total of at least six (6) semester units completed during that period), or

- (iii) Assigned one or more of the Special Assignments listed below within the past five (5) years. Special Assignments to be considered for this program are: Field Training Officer; Detective; COPS; Special Enforcement Unit; Gang Officer; Police Canine Handler; School Resources Officer; Firearms Instructor; Defensive Tactics Instructor; Driving Instructor; Motors; Traffic; Malt; Field ID Technician; OES Coordination Team, or other assignments deemed qualifying by the Director of Public Safety.

For the City

  
Marcela Piedra, City Manager  
Date: 3/6/2023

For the RPPSOA

  
Casey Quinn, RPPSOA President  
Date: 3/1/23