

RESOLUTION NUMBER: 6642-2025

CITY OF SEBASTOPOL

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEBASTOPOL APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SEBASTOPOL AND THE SEBASTOPOL POLICE OFFICERS ASSOCIATION FOR THE PERIOD OF JANUARY 1, 2025 THROUGH DECEMBER 31, 2025

WHEREAS, the Representatives of the Sebastopol Police Officers Association (SPOA) and the City of Sebastopol (City) have met and conferred in good faith regarding the wages, hours, and other terms and conditions of employment for the employees represented by the SPOA; and

WHEREAS, the SPOA Memorandum of Understanding was set to expire on June 30, 2024; and

WHEREAS, prior to expiration and in deference to the City's fiscal situation, the City and the SPOA met and conferred and agreed on an extension of the agreement through December 31, 2024, and

WHEREAS, as the six-month extension through December 31, 2024, was coming to an end, the SPOA and the City again met and conferred in good faith over the months of November and December; and

WHEREAS, after several meetings, the parties agreed to a successor agreement over a one-year term that includes increases in wages and improvements in health and welfare benefits:

WHEREAS, the parties agreed to a successor agreement over a one-year term that includes increases in compensation and improvements in health and welfare benefits; and

WHEREAS, the financial impacts of the successor MOU are outlined as follows:

- For the 2024-2025 fiscal year, the new Agreement will incur an expenditure of approximately \$83,150.
- In the subsequent fiscal year, 2025-2026, the cost will be around \$53,150, covering only half of the fiscal year.
- The total value of this successor MOU is estimated to be approximately \$168,300.

Staff is also recommending the following budget adjustments:

- A one-time salary payment of \$62,000 to account number 100-32-02-4023.
- A cost of living adjustment increase of \$46,425, which is a 5% increase effective January 1, 2025. This will be paid in the first full pay period of January 2025, with \$39,925 allocated to account 100-32-02-4010, \$6,500 to account 100-32-02-4110, and a shift differential of \$1,325 to account 100-32-02-4010.
- A wellness benefit of \$5,400 to account 100-32-02-4023.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Sebastopol hereby:

- 1.) Approve the SPOA successor MOU,
- 2.) Approve the recommended budget adjustment in various Police Department budget line item as stated above.

The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 7<sup>th</sup> day of January, 2025.

I, the undersigned, hereby certify that the foregoing Resolution was duly adopted by the City of Sebastopol City Council by the following vote:

**VOTE:**

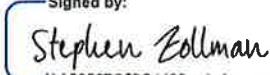
Ayes: Councilmembers Carter, Hinton, Maurer, Vice Mayor McLewis and Mayor Zollman

Noes: None

Absent: None

Abstain : None

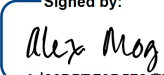
APPROVED:

Signed by:  
  
Stephen Zollman, Mayor

ATTEST:

DocuSigned by:  
  
Mary Gounley, Assistant City Manager/City Clerk, MMC

APPROVED AS TO FORM:

Signed by:  
  
Alex Mog, City Attorney