

**AMENDMENT #1 TO  
THE MEMORANDUM OF UNDERSTANDING BETWEEN  
THE CITY OF SANTA ROSA AND  
SANTA ROSA POLICE OFFICERS ASSOCIATION  
FOR AND ON BEHALF OF THE EMPLOYEES IN  
THE CITY'S UNIT 5 – POLICE OFFICERS**

**FISCAL YEARS 2009/2010 through 2010/2011**

This Amendment #1 dated April 29, 2009, is between the City of Santa Rosa ("City") and Unit 5 – Police Officers, represented by the Santa Rosa Police Officers Association ("POA").

RECITALS

1. On April 28, 2009, the City Council adopted Resolution No. 27361 ratifying the Memoranda of Understanding between the City and the Santa Rosa Police Officers Association fiscal years 2009/2010 through 2010/2011 ("Agreement").
2. The Police Department is implemented a new team configuration and agreement regarding the number of officers allowed off per team effective January 18, 2009. In order to maintain officer staffing levels, requirements for Officer Time Off approval must be consistent with the new agreement. Article 22 of the Agreement directs the manner in which Officer Time Off is approved.

**AMENDMENT #1  
Officer Time Off – Vacation, C.T.O., Association Leave  
Effective July 1, 2009**

Per Resolution No. 27361, the City Council directs the City Manager or his designee to administer any supplements or modifications to the document for Unit 5. Therefore the document shall be amended as follows:

**Eliminate the current language contained in Articles 22.2 through 22.4 under Article 22 - Officer Time Off – Vacation, C.T.O., Association Leave**

**Replace with the following language:**

22.2 The following minimums shall be allowed off for Vacation, C.T.O.; or Association Leave:

22.2.1 Two patrol officers will be allowed off on weekday day shift (Robert Team).

22.2.2 One patrol officer will be allowed off on weekday early cover shift (Paul Team).

22.2.3 One additional patrol officer, at the supervisor's discretion, may be allowed off between weekday day shift (Robert Team) and weekday early cover shift (Paul Team) as long as it does not drop either team below minimum staffing.

22.2.4 Two patrol officers will be allowed off on weekday cover shift (Lincoln Team).

22.2.5 Three patrol officers will be allowed off on weekday swing shift (Frank Team)

22.2.6 One additional patrol officer, at the supervisor's discretion, may be allowed off between weekday cover shift (Lincoln Team) and weekday swing shift (Frank Team) as long as it does not drop either team below minimum staffing.

22.2.7 Two patrol Officers will be allowed off on weekday graveyard shift (Union Team)

22.2.8 Three patrol officers will be allowed off on weekend day shift (Edward Team).

22.2.9 Two patrol officers will be allowed off on weekend cover shift (Ocean Team).

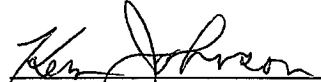
22.2.10 Two patrol officers will be allowed off on weekend swing shift (William Team).

22.2.11 Two patrol officers will be allowed off on weekend graveyard shift (George Team).

22.3 Granting time off to more than the minimum number of patrol officers per team is permitted when backfilling is not necessary.

22.4 Time off requests in addition to semi annual (rotational) vacation requests shall not be approved until after all semi annual (rotational) vacation requests have been approved.

Santa Rosa Police Officer's  
Association

 4-27-09  
Kenneth Johnson Date  
P.O.A. President

City of Santa Rosa

 6/2/09  
Fran Elm Date  
Director of Human Resources