City of Culver City, California

Agenda Item Report

Meeting Date: 02/23/2015	Item Number: C-4
CITY COUNCIL AGENDA ITEM: Adoption of a Resolution Approving a Five Year Memorandum of Understanding with the Culver City Fire Management Group for the Period of January 1, 2015 through December 31, 2019.	
Contact Person/Dept.: Serena Wright	Phone Number: 310-253-5640
Fiscal Impact: Yes [X] No []	General Fund: Yes [X] No []
Public Hearing: [] Action Item: []	Attachments: [X]
Commission Action Required: Yes [] No [X]	Dates:
Public Notification: (E-Mail) Agenda and Meetings – City Council (02/18/15); Culver City Fire Management Group (02/18/15)	
Department Approval: Serena Wright (02/18/15)	City Attorney Approval: Carol A. Schwab (by H. Baker) (02/18/15)
Chief Financial Officer Approval: Jeff Muir (by M. Noller) (02/18/15)	City Manager Approval: John M. Nachbar (02/18/15)

RECOMMENDATION:

Staff recommends that the City Council adopt a Resolution approving a five year Memorandum of Understanding with the Culver City Fire Management Group for the period of January 1, 2015 through December 31, 2019.

BACKGROUND:

The previous Memorandum of Understanding (MOU) with the Culver City Fire Management Group (CCFMG) expired on December 31, 2014. The negotiation discussions have concluded, and the City and the CCFMG have reached a tentative agreement.

DISCUSSION:

The MOU that is being presented to the City Council for consideration and recommended approval includes the following essential changes:

- Provide 4.5% Paramedic pay
- Increase Emergency Medical Technician (EMT) pay from 3% to 7%
- Increase holiday-in lieu and sick leave accrual by 8 hours
- Provide education incentive pay as follows:
  - BA/BS/120 Units - $100/ per pay period
  - MA/MS/150 Units - $200/ per pay period

- Establish longevity pay as follows:

10 years - $192/ per pay period
15 years - $308/ per pay period

- Increase tuition reimbursement to $250 per unit
- Increase on-duty death benefit to $15,000
- Require employees to pay up to 5% of Employer CalPERS rate costs above 50%
- Update working conditions or procedural changes with de minimis or no fiscal impact.

FISCAL ANALYSIS:

The estimated additional on-going annual cost of this agreement (versus status quo) will be approximately $175,000 per year. There are savings that will occur when the public safety employer retirement contribution rate rises above 50%. Each percentage picked up by the employees will result in approximately $12,000 in savings to the City. The City's financial forecast estimates that public safety employer retirement contribution rates will reach 50% in Fiscal Year 2017/2018.

ATTACHMENTS:

1. Resolution with Master Memorandum of Understanding

MOTION:

That the City Council:

Adopt a Resolution approving a five year Memorandum of Understanding between the City and the Culver City Fire Management Group for the period of January 1, 2015 through December 31, 2019.