



# City of Culver City

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## Staff Report

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**File #:** 25-141, **Version:** 1

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**CC - CONSENT ITEM: (1) Adoption of a Resolution Approving the Revised Salary Schedule for Culver City Management Group Employees Effective Retroactive to July 1, 2024; and (2) Adoption of a Resolution Approving the Salary Schedule for City Manager Effective Retroactive to July 29, 2024.**

**Meeting Date:** August 26, 2024

**Contact Person/Dept.:** Stephanie Condran / Human Resources Department

**Phone Number:** (310) 253-5640

**Fiscal Impact:** Yes  No       **General Fund:** Yes  No

**Attachments:** Yes  No

**Public Notification:** (E-Mail) Meetings and Agendas - City Council (08/21/2024)

**Department Approval:** Dana Anderson, Human Resources Director (08/19/2024)

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### **RECOMMENDATION**

Staff recommends the City Council (1) adopt a resolution approving the revised salary schedule for Culver City Management Group (CCMG) employees effective retroactive to July 1, 2024; and (2) adopt a resolution approving the salary schedule for City Manager effective retroactive to July 29, 2024.

### **BACKGROUND/DISCUSSION**

During the June 10, 2024, City Council meeting, the City Council adopted the Budget for Fiscal Year 2024-2025 for the City of Culver City, the Successor Agency to the Culver City Redevelopment Agency, the Culver City Housing Authority, and the Culver City Parking Authority. The City Council also adopted a resolution approving salary schedules reflecting the 5% cost-of-living adjustment (COLA) for Miscellaneous employees, including members of the Culver City Employees' Association (CCEA), the Culver City Management Group (CCMG), and the Executive Group, effective July 1, 2024 per their respective Memoranda of Understanding (MOU). The new salary schedules also included the new Miscellaneous classifications recommended by the City Manager during the Fiscal Year 2024-2025 budget process.

A review of the CCMG salary schedule revealed that the 5% salary increase was not incorporated into two CCMG classifications, the Special Events Manager and the Communications/Public Information Manager. The revised CCMG salary schedule for Fiscal Year 2024-2025 includes the 5% salary increase incorporated into all City classifications, except for Y-rated classifications. The revised salary schedule for Fiscal Year 2024-2025, effective retroactive to July 1, 2024, is attached as Exhibit A to the proposed resolution (Attachment 1).

An updated Executive Management Salary Schedule, effective retroactive to July 29, 2024, reflecting the five percent (5%) salary increase for the City Manager in accordance with the City Manager Executive Employment Agreement is attached as Exhibit A to the proposed resolution (Attachment 2).

### **FISCAL ANALYSIS**

All negotiated salary increases have already been included and approved in the Adopted Budget for Fiscal Year 2024-2025.

### **ATTACHMENTS**

1. 2024\_08\_26\_ATT 1\_Resolution Approving Revised CCMG Salary Schedule.
2. 2024\_08\_26\_ATT 2\_Executive Management 2024 Resolution Approving Revised Salary Schedule for the City Manager.

### **MOTIONS**

That the City Council:

1. Adopt a resolution approving the revised salary schedule for Culver City Management Group employees effective retroactive to July 1, 2024; and
2. Adopt a resolution approving the salary schedule for City Manager in accordance with the City Manager Executive Employment Agreement effective retroactive to July 29, 2024.