

**City of Culver City, California
Agenda Item Report**

Meeting Date: 07/13/15		Item Number: <u>C-6</u>	
CITY COUNCIL AGENDA ITEM: Adoption of Resolutions (1) Approving Revised Salary Schedules for City Employees Effective July 1, 2014 and (2) Approving Revised Salary Schedules for City Employees Effective July 1, 2015.			
Contact Person/Dept.: Serena Wright		Phone Number: 310-253-5640	
Fiscal Impact: Yes ☒ No ☐		General Fund: Yes ☒ No ☐	
Public Hearing: ☐		Action Item: ☐ Attachments: ☒	
Commission Action Required: Yes ☐ No ☒		Dates:	
Public Notification: (E-Mail) Agenda and Meetings – City Council (07/08/15); Culver City Fire Management Group (07/08/15); Culver City Police Management Group (07/08/15); Culver City Management Group (07/08/15); Culver City Firefighters Association (07/08/15); Culver City Police Officers Association (07/08/15); Culver City Employees Association (07/08/15).			
Department Approval: Serena Wright (07/06/15)		City Attorney Approval: Carol Schwab (by H. Baker) (07/07/15)	
Chief Financial Officer Approval: Jeff Muir (07/07/15)		City Manager Approval: John M. Nachbar (07/07/15)	
<u>RECOMMENDATION:</u> Staff recommends the City Council adopt resolutions (1) approving revised salary schedules for City employees effective July 1, 2014 and (2) approving revised salary schedules for City employees effective July 1, 2015. <u>BACKGROUND:</u> California Code of Regulations (CCR) §570.5 require governing bodies to approve and adopt pay schedules for public employees. <u>DISCUSSION:</u> All agencies that are members of CalPERS are required to ensure that pay schedules are publicly adopted and available as prescribed by the California Code of Regulations, Title 2, §570.5 and §571 (b). “Publicly available” is defined as posted at the employer’s office or immediately accessible and available for public review. Placing the adopted pay schedules on the employer’s internet website meets this requirement. <u>Salary Schedule Effective July 1, 2014</u>			

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The salary schedule effective July 1, 2014 is being adopted via resolution to clarify the public record and satisfy CalPERS requirements. It reflects changes that were approved in the adopted Memoranda of Understanding (MOU) for the Culver City Employees Association and Culver City Management Group.

Salary Schedule Effective July 1, 2015

The attached revised pay schedules include a 1% salary increase due under the Salary Initiative Ordinance to sworn Fire employees per the adjustments provided by the City of Los Angeles, as well as cost of living adjustments and other compensation items that were approved in the Memoranda of Understanding for the City's six recognized bargaining units and through the City Council's approval of the City Council Adopted Budget for Fiscal Year 2015/2016.

FISCAL ANALYSIS:

No additional fiscal impact. The associated costs have already been approved and incorporated into the City Council Adopted Budget for Fiscal Year 2015/2016.

ATTACHMENTS:

1. Proposed Resolution approving the 2014 Salary Schedule with Exhibit A
2. Proposed Resolution approving the 2015 Salary Schedule with Exhibit A

MOTION:

That the City Council:

Adopt Resolutions 1) Approving Revised Salary Schedules for City Employees Effective July 1, 2014 and 2) Approving Revised Salary Schedules for City Employees Effective July 1, 2015.