

City of Culver City, California
City Council Agenda Item Report

Meeting Date: 10/10/05		Item Number: <u>A-9</u>	
AGENDA ITEM: Consideration of a Resolution to Adopt a Four (4) Year Memorandum of Understanding with the Culver City Fire Management Group for the Period of January 1, 2005 through December 31, 2008 and Rescind Resolution No 2000-R104			
Contact Person/Dept.: Jack Hoffman, Jerry Fulwood, and Serena Wright		Phone Number: 310-253-5640	
Fiscal Impact: Yes ☒ No ☐		General Fund: Yes ☒ No ☐	
Public Hearing: ☐		Action Item: ☒ Attachments: ☒	
Public Notification: Master Notification List, and the Culver City Fire Management Group on 10/5/05			
Department Approval: Jerry Fulwood 10/3/05		CAO Approval: Scott Bixby for Jerry Fulwood 10/4/05	
City Controller Approval: Mary Noller for Marlee Chang 10/4/05			
<u>RECOMMENDATION</u> That the City Council adopt a Resolution approving a four (4) year Memorandum of Understanding (MOU) with the Culver City Fire Management Group for the period of January 1, 2005 through December 31, 2008 and Rescind Resolution No 2000-R104. <u>BACKGROUND</u> The previous four (4) year MOU with the Culver City Fire Management Group expired in October 2003. After eleven (11) months of negotiations, the City and the Culver City Fire Management Group have reached an agreement resulting in a four (4) year contract retroactive to January 1, 2005. The Fire Management Group's negotiating team included Assistant Fire Chief Chris Sellers, Battalion Chief Rich Gallagher and former Assistant Fire Chief Bill Mount (retired). The City's negotiation team was led by Chief Labor Negotiator Jack Hoffman and members included Chief Administrative Officer Jerry Fulwood, City Controller Marlee Chang, Deputy Personnel Director Serena Wright, Personnel Services Analyst Linda Coll and Council Sub-Committee members Steve Rose and Alan Corlin.			

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DISCUSSION

The MOU that is being presented to the City Council for adoption contains the following essential changes, along with the attached master revised contract:

- (1) Effective January 1, 2006, the Fire Chief and Battalion Chiefs will receive a 2% salary adjustment.
- (2) Effective January 1, 2006, all active employees and retirees in the Culver City Fire Management Group shall pay five percent (5%) of their monthly medical premiums.
- (3) Effective January 1, 2006, the employer paid deferred compensation contribution shall increase from \$125 per pay period to \$142.25 per pay period.
- (4) Effective July 1, 2005, the annual physical wellness reimbursement shall increase from \$400 up to \$550 in increments of \$50 each fiscal year.
- (5) Effective with the pay period that included January 1, 2005, the City shall pay the remaining 3.457% of the PERS employee contribution.
- (6) Effective January 1, 2005 the maximum holiday in-lieu time accrual shall increase from 104 hours to 144 hours for 40 hour employees; and from 156 hours to 216 hours for 56 hour employees.
- (7) Medical insurance opt-out provision up to \$350 per month with proof of another existing benefit plan.
- (8) Bi-weekly excess sick leave accrual pay out shall increase from 75% to 100% after accumulated hours reach 1,080 hours for 56 hour employees and 720 hours for 40 hour employees.

FISCAL ANALYSIS

The net increased cost for the four year period of the MOU is within the fiscal parameters established by the City Council.

The City Controller has reviewed and approved this fiscal analysis.

ATTACHMENTS

Resolution with Master Memorandum of Understanding

MOTION

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That the City Council:

Adopt the Resolution approving the four (4) year Memorandum of Understanding between the City and the Culver City Fire Management Group for the period of January 1, 2005 through December 31, 2008 and Rescind Resolution No 2000-R104.