

1 RESOLUTION NO. 2025-R____

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3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY
4 OF CULVER CITY, CALIFORNIA, RESCINDING CITY
5 COUNCIL POLICY STATEMENTS 3203 (RELATIONSHIP
6 BETWEEN COUNCIL MEMBERS AND EMPLOYEES),
7 3205 (ADMINISTRATIVE RESOLUTIONS OF MOU
8 INTERPRETATION PROBLEMS), 4401 (SERVICE
9 AWARDS), AND 4701 (INTERGOVERNMENTAL
10 LIAISON).

11 WHEREAS, City Council policies are developed for the purpose of
12 establishing standard practices and procedures for the City Council, City commissions,
13 boards, and committees, and City staff to follow; and

14 WHEREAS, these policies are updated from time to time to ensure that they
15 are legally compliant and reflect current City practices; however, it has been many years
16 since there has been a comprehensive review of all City Council policies; and

17 WHEREAS, an Ad Hoc City Council Policies Subcommittee ("Subcommittee")
18 was created for the purpose of working with staff to conduct a comprehensive review of
19 existing City Council policies and make recommendations to City Council as appropriate
20 ("Project"); and

21 WHEREAS, staff and the Subcommittee reviewed City Council Policy
22 Statements 3203 (Relationship Between Council Members and Employees), 3205
23 (Administrative Resolutions of MOU Interpretation Problems), 4401 (Service Awards), and
24 4701 (Intergovernmental Liaison) and determined each of these Policies to be redundant
25 and outdated or obsolete, based on the following:

- 26 • **Policy 3203 (Relationship Between Council Members and**
27 **Employees):** This Policy has been out of date since the Charter update
28 to a Council-Manager form of government almost 20 years ago in 2006.
The current Policy states that there is nothing in the Charter or Culver

1 City Municipal Code outlining the relationship between Council Members
2 and City employees. That is no longer the case. With the 2006 update to
3 the Charter, which changed the organizational structure to Council-
Manager form of government, Charter Section 701 sets forth the
relationship between City Council and employees, among other things.

- 4 • **Policy 3205 (Administrative Resolutions of MOU Interpretation**
5 **Problems):** The process set forth in this Policy is already addressed in all
6 six labor group MOUs making this policy redundant and no longer
needed.
- 7 • **Policy 4401 (Service Awards):** Employee service awards are
8 specifically addressed in Civil Service Rule 15 making this policy
redundant and no longer needed.
- 9 • **Policy 4701 (Intergovernmental Liaison):** Since 2006, the Culver City
10 Legislative and Policy Platform (formerly known as the Legislative
11 Advocacy Program) has been in place with the most recent update being
12 adopted by the City Council in November of 2024. The Legislative and
13 Policy Platform, which is updated on an as-needed basis, is the most up
14 to date guiding document for the role of the Mayor and Council for
15 legislative advocacy activities, making Policy 4701 redundant and no
longer needed. Also, Council Members serve on several outside bodies
to represent the City's interests regionally, statewide and at the federal
level. In the past, the City has retained lobbyists, on an as-needed basis,
to represent the City in Sacramento and Washington, D.C.; and

16 WHEREAS, based on the foregoing, it is the recommendation of City staff,
17 with the concurrence of the Subcommittee, that City Council Policies 3203, 3205, 4401 and
18 4701 be rescinded.
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20 NOW, THEREFORE, the City Council of the City of Culver City, California,
21 DOES HEREBY RESOLVE as follows:

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The City Council hereby rescinds redundant and outdated City Council Policy Statements 3203 (Relationship Between Council Members and Employees), 3205 (Administrative Resolutions of MOU Interpretation Problems), 4401 (Service Awards), and 4701 (Intergovernmental Liaison).

APPROVED and ADOPTED this _____ day of _____ 2025.

DAN O'BRIEN, Mayor
City of Culver City, California

ATTEST:

APPROVED AS TO FORM:

Walter Baker

JEREMY BOCCHINO, City Clerk

HEATHER BAKER, City Attorney