

MEETING DATE: April 8, 2013

AGENDA ITEM : (1) Adoption of Resolutions Approving Side Letters of Agreement with the Culver City Employees Association, the Culver City Management Group, the Culver City Police Management Group, the Culver City Police Officers' Association, the Culver City Fire Management Group, and the Culver City Firefighters' Association; and (2) Adoption of Resolutions Approving Salary Schedules for Culver City Police Officers' Association, Culver City Police Management Group, Culver City Fire Management Group, Culver City Firefighters' Association, Culver City Management Group and the Culver City Employees Association.

ATTACHMENTS

	<u>Pages</u>
1. Resolution amending the Culver City Employees Association Memorandum of Understanding with Exhibit A	1 - 4
2. Resolution amending the Culver Management Group Memorandum of Understanding with Exhibit A	5 - 8
3. Resolution amending the Culver City Police Officers Association Memorandum of Understanding with Exhibit A	9 - 11
4. Resolution amending the Culver City Police Management Group Memorandum of Understanding with Exhibit A	12-16
5. Resolution amending the Culver City Firefighters Association Memorandum of Understanding with Exhibit A	17-19
6. Resolution amending the Culver City Fire Management Group Memorandum of Understanding with Exhibit A	20-25
7. Side Letter Agreements with the six recognized bargaining units	26-31
8. Salary Resolution for Safety Employees with Exhibit A	32-34
9. Salary Resolution for Miscellaneous Employees with Exhibit A	35-43

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1 2. The City Manager and Chief Financial Officer are hereby
2 authorized to adjust the budget and the records of employees necessary to pay the
3 salaries and costs related to the terms of the amended Master Memorandum of
4 Understanding.

5 APPROVED and ADOPTED this ____ day of ____ 2013.

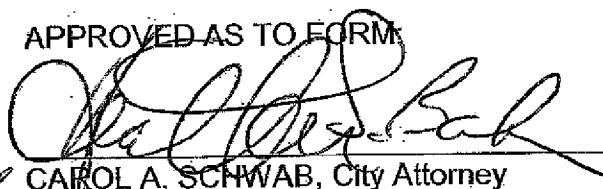
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ANDREW WEISSMAN, MAYOR
City of Culver City, California
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12 ATTEST:

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MARTIN R. COLE, City Clerk

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APPROVED AS TO FORM


CAROL A. SCHWAB, City Attorney


ATTACHMENT "A"

CCEA

VI. ACTING PAY

A. ELIGIBILITY

Any unit employee who is required to, and does act and perform duties included within a higher classification and which are broader than the specifications governing such employee's position shall be eligible for acting pay upon written approval by Department Head and the Human Resources Director.

To be eligible, the unit employee must ~~have actually worked~~ be assigned to work in the acting higher classification a minimum of one full pay period ~~eighty (80) consecutive scheduled working hours, including official paid holidays, but not floating holidays.~~

The employee's Department shall submit a Personnel Action Form to start the Acting Pay effective the beginning of the first full pay period in which the employee is acting. The Department shall submit another Personnel Action Form to stop the Acting Pay.

B. COMPENSATION

1. A unit employee approved for acting pay:
 - a. Shall be paid the hourly rate for the acting classification which is a minimum of five percent (5%) above the current base salary of the employee's permanent position, or "A" Step of the acting classification whichever is greater; and
 - b. Shall in no instance be entitled to be paid more than Step E of the acting classification.
2. During that period of acting service a unit employee:
 - Shall be paid at the acting pay rate when off due to an official City holiday, floating holiday or sick leave ~~any approved leave of absence,~~ and
 - Shall not be paid at the acting pay rate ~~when off on administrative leave, emergency leave, floating holiday, or vacation time, except as further authorized in sub-section 3 below.~~ for bi-weekly leave payoffs and/or cash-outs.

ATTACHMENT "A"

3. ~~When a unit employee has worked in one (1) continuous acting assignment in excess of ninety (90) days, he/she shall receive the acting pay rate for vacation, floating holiday or other paid leaves taken on the 91st day and thereafter.~~
4. A unit employee working overtime or call back during acting assignment shall be paid at the acting pay rate for such time.
5. Employees receiving acting pay as set forth above shall continue to receive the benefits associated his/her permanent position and not the benefits associated with the acting position.

C. LIMITATIONS

1. The City strongly encourages departments not to use acting pay for long-term assignments and to fill vacancies as soon as practicable.
2. Acting pay assignments may not be made unless the employee meets the minimum requirements of the classification in which acting pay is being provided.

1 RESOLUTION NO. 2013-R_____

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY
3 OF CULVER CITY, CALIFORNIA, AMENDING THE
4 EXISTING MEMORANDUM OF UNDERSTANDING
5 WITH THE CULVER CITY MANAGEMENT GROUP

6 WHEREAS, the Culver City Management Group employee
7 representatives and City representatives have met and conferred and executed an
8 amendment to Page 9 of Article Two Section VI of the "Master" Memorandum of
9 Understanding ("MOU").
10

11 NOW, THEREFORE, the City Council of the City of Culver City, DOES
12 HEREBY RESOLVE AS FOLLOWS:

13 1. The amendment to Page 9 of Article Two Section VI of the MOU, a
14 copy of which is attached hereto as Attachment "A" and made a part hereof, is hereby
15 adopted and effective on April 8, 2013 for the period of July 1, 2011 through June 30,
16 2013. This amendment shall replace and supersede Page 9 of Article Two Section VI
17 of the existing MOU.

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1 2. The City Manager and Chief Financial Officer are hereby
2 authorized to adjust the budget and the records of employees necessary to pay the
3 salaries and costs related to the terms of the amended Master Memorandum of
4 Understanding.

5 APPROVED and ADOPTED this _____ day of _____ 2013.

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ANDREW WEISSMAN, MAYOR
City of Culver City, California
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11 ATTEST:

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MARTIN R. COLE, City Clerk
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17 APPROVED AS TO FORM:

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CAROL A. SCHWAB, City Attorney
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ATTACHMENT "A"

CCMG

VI. ACTING PAY

A. ELIGIBILITY

Any unit employee who is required to, and does act and perform duties included within a higher classification and which are broader than the specifications governing such employee's position shall be eligible for acting pay upon written approval by Department Head and the Human Resources Director.

To be eligible, the unit employee must ~~have actually worked~~ be assigned to work in the acting higher classification a minimum of one full pay period ~~eighty (80) consecutive scheduled working hours, including official paid holidays, but not floating holidays.~~

The employee's Department shall submit a Personnel Action Form to start the Acting Pay effective the beginning of the first full pay period in which the employee is acting. The Department shall submit another Personnel Action Form to stop the Acting Pay.

B. COMPENSATION

1. A unit employee approved for acting pay:
 - a. Shall be paid the hourly rate for the acting classification which is a minimum of five percent (5%) above the current base salary of the employee's permanent position, or "A" Step of the acting classification whichever is greater; and
 - b. Shall in no instance be entitled to be paid more than Step E of the acting classification.
2. During that period of acting service a unit employee:
 - Shall be paid at the acting pay rate when off due to an official City holiday, floating holiday or sick leave ~~any approved leave of absence,~~ and
 - Shall not be paid at the acting pay rate ~~when off on administrative leave, emergency leave, floating holiday, or vacation time, except as further authorized in sub-section 3 below.~~ for bi-weekly leave payoffs and/or cash-outs.

ATTACHMENT "A"

3. ~~When a unit employee has worked in one (1) continuous acting assignment in excess of ninety (90) days, he/she shall receive the acting pay rate for vacation, floating holiday or other paid leaves taken on the 91st day and thereafter.~~

4. Unit employees receiving acting pay as set forth above:

- Shall continue to receive the benefits associated his/her permanent position; and
- Shall not receive the benefits associated with the acting position.

C. LIMITATIONS

1. The City strongly encourages departments not to use acting pay for long-term assignments and to fill vacancies as soon as practicable.
2. Pursuant to Administrative Policy, "domino" assignments, in which two (2) or more employees are assigned acting assignments, may not be approved.
3. Department and division heads are required to minimize "domino" assignments by filling the actual vacancy only.
4. Department and division heads may also absorb an absent manager's functions laterally or upward in the organization thereby eliminating the need for acting pay.

Vacant positions created by acting assignments shall not be deemed vacancies for the purposes of this provision.

1 RESOLUTION NO. 2013-R _____

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY
3 OF CULVER CITY, CALIFORNIA, AMENDING THE
4 EXISTING MEMORANDUM OF UNDERSTANDING
5 WITH THE CULVER CITY POLICE OFFICERS
6 ASSOCIATION.

7 WHEREAS, the Culver City Police Officers Association employee
8 representatives and City representatives have met and conferred and executed an
9 amendment to Page 11 of Article Two Section VI of the "Master" Memorandum of
10 Understanding ("MOU").

11 NOW, THEREFORE, the City Council of the City of Culver City, DOES
12 HEREBY RESOLVE AS FOLLOWS:

13 1. The amendment to Page 11 of Article Two Section VI of the MOU,
14 a copy of which is attached hereto as Attachment "A" and made a part hereof, is hereby
15 adopted and effective on April 8, 2013 for the period of July 1, 2011 through June 30,
16 2014. This amendment shall replace and supersede Page 11 of Article Two Section VI
17 of the existing MOU.

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1 2. The City Manager and Chief Financial Officer are hereby
2 authorized to adjust the budget and the records of employees necessary to pay the
3 salaries and costs related to the terms of the amended Master Memorandum of
4 Understanding.

5 APPROVED and ADOPTED this ____ day of ____ 2013.

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9 ANDREW WEISSMAN, MAYOR
10 City of Culver City, California

11 ATTEST:

12 APPROVED AS TO FORM:

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14 MARTIN R. COLE, City Clerk

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16 CAROL A. SCHWAB, City Attorney

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ATTACHMENT "A"

POA

I. ACTING PAY

A. ELIGIBILITY

1. Any permanent or probationary unit employee who is required to, and does act and perform duties included within a higher classification and which are broader than the specifications governing such employee's position shall be paid in accordance with the step and salary range appropriate for such higher classification. in the event that the hours actually worked during such acting service is in excess of eighty (80) consecutive scheduled working hours. The unit employee must have actually worked be assigned to work in the acting higher classification a minimum of one full pay period
2. During that period of acting service, a unit employee off on a scheduled holiday in-lieu day or compensatory day any other approved leave of absence shall be paid at the acting pay rate for such time. Unit employees shall not be paid at the acting pay rate for bi-weekly leave payoffs and/or cash-outs.
3. The unit employee's Department shall submit a Personnel Action Form to start the Acting Pay effective the beginning of the first full pay period in which the employee is acting. The Department shall submit another Personnel Action Form to stop the Acting Pay.
4. An employee working overtime during such acting service shall ~~not be~~ paid at the acting pay rate for such time.
1. ~~When unit employee has worked in one continuous acting assignment in excess of three (3) months, he/she shall receive the acting pay rate for vacation, or other paid leaves taken after the 90th calendar day.~~
- 2.5. Unit employees receiving acting pay as set forth above shall continue to receive the benefits associated with his/her permanent position and not the benefits associated with the acting position.

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1 RESOLUTION NO. 2013-R_____

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY
3 OF CULVER CITY, CALIFORNIA, AMENDING THE
4 EXISTING MEMORANDUM OF UNDERSTANDING
5 WITH THE CULVER CITY POLICE MANAGEMENT
6 GROUP

7 WHEREAS, the Culver City Police Management Group employee
8 representatives and City representatives have met and conferred and executed an
9 amendment to Article Two Sections VII and VIII and Article Five Section III of the
10 "Master" Memorandum of Understanding ("MOU").

11 NOW, THEREFORE, the City Council of the City of Culver City, DOES
12 HEREBY RESOLVE AS FOLLOWS:

13 1. The amendments to Article Two, Sections VII and VIII and Article
14 Five, Section III of the MOU, copies of which are attached hereto as Attachments "A",
15 "B" and "C" and made a part hereof, are hereby adopted and effective on April 8, 2013
16 for the period of January 1, 2012 through December 31, 2015. These amendments
17 shall replace and supersede Article Two, Sections VII and VIII and Article Five, Section
18 III of the existing MOU.
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2. The City Manager and Chief Financial Officer are hereby
authorized to adjust the budget and the records of employees necessary to pay the
salaries and costs related to the terms of the amended Master Memorandum of
Understanding.

APPROVED and ADOPTED this _____ day of _____ 2013.

ANDREW WEISSMAN, MAYOR
City of Culver City, California

ATTEST:

APPROVED AS TO FORM:

MARTIN R. COLE, City Clerk



CAROL A. SCHWAB, City Attorney

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ATTACHMENT "A"

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PMG

I. ACTING PAY

A. ELIGIBILITY

1. Any permanent or probationary unit employee who is required to, and does act and perform duties included within a higher classification and which are broader than the specifications governing such employee's position shall be paid in accordance with the step and salary range appropriate for such higher classification. ~~in the event that the hours actually worked during such acting service is in excess of eighty (80) consecutive scheduled working hours. The unit employee must have actually worked~~ be assigned to work in the acting higher classification a minimum of one full pay period
2. During that period of acting service, a unit employee off on a scheduled holiday in lieu day or compensatory day an approved leave of absence shall be paid at the acting pay rate for such time. ~~Unit employees shall not be paid at the acting pay rate for bi-weekly leave payoffs and/or cash-outs.~~
- ~~4-3.~~ The unit employee's Department shall submit a Personnel Action Form to start the Acting Pay effective the beginning of the first full pay period in which the employee is acting. The Department shall submit another Personnel Action Form to stop the Acting Pay.
- ~~1.~~ When unit employee has worked in one continuous acting assignment in excess of three (3) months, he/she shall receive the acting pay rate for vacation, or other paid leaves taken after the 90th calendar day.
- ~~2-4.~~ Unit employees receiving acting pay as set forth above shall continue to receive the benefits associated with his/her permanent position and not the benefits associated with the acting position.

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ATTACHMENT "B"

VIII. LONGEVITY PAY

In accordance with California Code of Regulations Section 571 (a), unit employees shall receive 5% longevity pay when they have served five (5) or more complete years of full time service with the City of Culver City. This special compensation shall be calculated on the aggregate of base pay plus any POST certificate that the unit employee may possess.

ATTACHMENT "C"

III. IN-LIEU OF HOLIDAYS

Effective April 1, 2013 all unit employees shall cease accruing any additional in-lieu holiday time. Unit employees are required to work City recognized holidays that fall on a regular scheduled holiday and must use approved accruals to be compensated. Unit employees shall continue to have the option of using any existing in-lieu holiday leave hours until the bank is exhausted. Unit employees shall also have the option of maintaining the in-lieu holiday leave bank and cash out the in-lieu holiday leave bank at any time prior to separation.

1 RESOLUTION NO. 2013-R____

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY
3 OF CULVER CITY, CALIFORNIA, AMENDING THE
4 EXISTING MEMORANDUM OF UNDERSTANDING
5 WITH THE CULVER CITY FIREFIGHTERS
6 ASSOCIATION LOCAL 1927, AFL-CIO.

7 WHEREAS, the Culver City Firefighters' Association Local 1927, AFL-CIO
8 employee representatives and City representatives have met and conferred and
9 executed an amendment to Page 10 of Article Two Section II of the "Master"
10 Memorandum of Understanding ("MOU").

11 NOW, THEREFORE, the City Council of the City of Culver City, DOES
12 HEREBY RESOLVE AS FOLLOWS:

13 1. The amendment to Page 10 of Article Two Section II of the MOU, a
14 copy of which is attached hereto as Attachment "A" and made a part hereof, is hereby
15 adopted and effective on April 8, 2013 for the period of January 1, 2012 through
16 December 31, 2014. This amendment shall replace and supersede Page 10 of Article
17 Two Section II of the existing MOU.
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1 2. The City Manager and Chief Financial Officer are hereby
2 authorized to adjust the budget and the records of employees necessary to pay the
3 salaries and costs related to the terms of the amended Master Memorandum of
4 Understanding.

5 APPROVED and ADOPTED this _____ day of _____ 2013.

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8 ANDREW WEISSMAN, MAYOR
9 City of Culver City, California

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11 ATTEST:

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14 MARTIN R. COLE, City Clerk

15 A13-00168

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17 APPROVED AS TO FORM:

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19 for CAROL A. SCHWAB, City Attorney

ATTACHMENT "A"

FF

A. ACTING PAY

1. Any permanent or probationary unit employee who is required to, and does act and perform duties included within a higher classification and which are broader than the specifications governing such employee's position shall be paid in accordance with the step and salary range appropriate for such higher classification. in the event that such acting service extends for a period in excess of eighty (80) consecutive working hours for 40-hour per week employees or five consecutive twenty four (24) hour working shifts for 56-hour per week employee. The unit employee must have actually worked be assigned to work in the acting higher classification a minimum of one full pay period
2. During that period of acting service, a unit employee off on a scheduled holiday in-lieu day or compensatory day, any other approved leave of absence shall be paid at the acting pay rate for such time. All other leave time shall be paid at the employee's regular rate of pay, except as provided for below in Article Two Section II (A) (3). Unit employees shall not be paid at the acting pay rate for bi-weekly leave payoffs and/or cash-outs.
3. The unit employee's Department shall submit a Personnel Action Form to start the Acting Pay effective the beginning of the first full pay period in which the employee is acting. The Department shall submit another Personnel Action Form to stop the Acting Pay.
- B.4. An employee working overtime during such acting service shall be paid at the acting pay rate for such time.
1. When unit employee has worked in one continuous acting assignment in excess of three (3) months, he/she shall receive the acting pay rate for vacation, or other paid leaves taken after the 90th calendar day.
- 2.5. Unit employees receiving acting pay as set forth above shall continue to receive the benefits associated with his/her permanent position and not the benefits associated with the acting position.

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1 RESOLUTION NO. 2013-R_____

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY
3 OF CULVER CITY, CALIFORNIA, AMENDING THE
4 EXISTING MEMORANDUM OF UNDERSTANDING
5 WITH THE CULVER CITY FIRE MANAGEMENT
6 GROUP

7 WHEREAS, the Culver City Fire Management Group employee
8 representatives and City representatives have met and conferred and executed an
9 amendment to Article Two Sections II, III and IV and Article Five Section III of the
10 "Master" Memorandum of Understanding ("MOU").

11 NOW, THEREFORE, the City Council of the City of Culver City, DOES
12 HEREBY RESOLVE AS FOLLOWS:

13 1. The amendments to Article Two, Sections II, III and IV and Article
14 Five, Section III of the MOU, copies of which are attached hereto as Attachments "A",
15 "B" and "C" and made a part hereof, are hereby adopted and effective on April 8, 2013
16 for the period of January 1, 2012 through December 31, 2014. These amendments
17 shall replace and supersede Article Two, Sections II, III and IV and Article Five, Section
18 III of the existing MOU.
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1 2. The City Manager and Chief Financial Officer are hereby
2 authorized to adjust the budget and the records of employees necessary to pay the
3 salaries and costs related to the terms of the amended Master Memorandum of
4 Understanding.

5 APPROVED and ADOPTED this _____ day of _____ 2013.

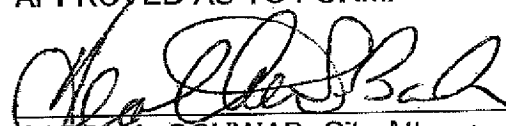
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ANDREW WEISSMAN, MAYOR
City of Culver City, California

ATTEST:

APPROVED AS TO FORM:

MARTIN R. COLE, City Clerk



CAROL A. SCHWAB, City Attorney

ATTACHMENT "A"

FMG

I. ACTING PAY

A. ELIGIBILITY

1. Any permanent or probationary unit employee who is required to, and does act and perform duties included within a higher classification and which are broader than the specifications governing such employee's position shall be paid in accordance with the step and salary range appropriate for such higher classification. ~~in the event that such acting service extends for a period in excess of eighty (80) consecutive working hours for 40-hour per week employees or five consecutive twenty-four (24) hour working shifts for 56-hour per week employee. The unit employee must have actually worked~~ be assigned to work in the acting higher classification a minimum of one full pay period
2. ~~During that period of acting service, a unit employee off on a scheduled holiday in-lieu day or compensatory day any other approved leave of absence shall be paid at the acting pay rate for such time. All other leave time shall be paid at the employee's regular rate of pay, except as provided for below in Article Two Section II (A) (3). Unit employees shall not be paid at the acting pay rate for bi-weekly leave payoffs and/or cash-outs.~~
- II.3. The unit employee's Department shall submit a Personnel Action Form to start the Acting Pay effective the beginning of the first full pay period in which the employee is acting. The Department shall submit another Personnel Action Form to stop the Acting Pay.
1. ~~When unit employee has worked in one continuous acting assignment in excess of three (3) months, he/she shall receive the acting pay rate for vacation, or other paid leaves taken after the 90th calendar day.~~
- 2.4. Unit employees receiving acting pay as set forth above shall continue to receive the benefits associated with his/her permanent position and not the benefits associated with the acting position.

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ATTACHMENT "B"

LONGEVITY PAY

In accordance with California Code of Regulations Section 571 (a), unit employees assigned to 40-hours schedules shall receive 5% longevity pay when they have served five (5) or more complete years of full time service with the City of Culver City. This special compensation shall be calculated on the aggregate of base pay plus any certificate pays that the unit employee may receive.

ATTACHMENT "C"

III. HOLIDAY / IN-LIEU TIME

A. BI-WEEKLY HOLIDAY IN-LIEU ACCRUAL RATE

Unit employees assigned to Suppression shall be credited with holiday in-lieu leave, to be accrued each bi-weekly pay period on a pro-rata annual basis, to the maximum as set forth below.

Hours worked per week	Bi-weekly Accrual Rate	Monthly Accrual Rate	Annual Accrual Rate	Maximum Annual Accrual Balance
56-hour employees	6 hrs	13 hrs	156 hrs	216 hrs

B. NON-SUPPRESSION WORK ASSIGNMENTS

Effective April 1, 2013 unit employees assigned to 40-hour work schedules shall cease accruing any additional in-lieu holiday time. Non-suppression unit employees are required to work City recognized holidays that fall on a regularly scheduled work day and must use approved accruals to be compensated. Unit employees shall continue to have the option of using any existing in-lieu holiday leave hours until the bank is exhausted. Unit employees shall also have the option of maintaining the in-lieu holiday leave bank and, upon separation, having all unused in-lieu holiday time paid to the employee or cashing out the in-lieu holiday leave bank at any time prior to separation. The prior accrual of in-lieu holiday time and the use/cashing out of said accrual banks are non-PERSable.

C. ACCRUAL BALANCE NOT TO EXCEED MAXIMUM ANNUAL HOLIDAY IN-LIEU

1. A balance not to exceed the maximum accrual as set forth in the table in Section II.A. above, may be maintained by the safety unit employee. Accruals which would exceed this maximum balance will be paid to the affected unit employee as earned.

2. If time is taken off to reduce the individual unit employee's balance to less than the maximum, he/she can accrue once again to the maximum allowable.
3. Upon retirement or separation, unused in-lieu time will be paid out (non-PERSable) to a maximum of:
 - 56-hour employees: 216 hours at the 56-hour rate
 - 40-hour employees: 144 hours at the 40-hour rate

D. HOLIDAY IN-LIEU TIME TAKEN OR PAYOFF

1. Holiday in-lieu time may be taken as time off duty with pay, or may be paid to the unit employee in-lieu of time off.
2. Payments may be requested with advance notice to Payroll on or prior to any Payday Friday for payment to appear on the paycheck following two-weeks later.
3. Any unit employee whose accrual of holiday in-lieu time would exceed the maximum shall be paid on the bi-weekly paycheck for the excess amount. These bi-weekly payouts to 56-hour employees shall be reportable compensation in accordance with California Code of Regulations (CCR) Section 571 (a) and (b).
4. Unit employees may also elect to be paid bi-weekly for annual accruals for the purpose of making deferred compensation contributions.

E. AUTHORIZED HOLIDAY ROUTINE

Unit employees shall have authorized holiday routine as provided for in Division 308 of the Department Rules and Regulations.

SIDE LETTER OF AGREEMENT

between

CITY OF CULVER CITY

and

CULVER CITY EMPLOYEES ASSOCIATION

Representatives of the City of Culver City ("City") and the Culver City Employees Association ("CCEA") (collectively "Parties") have met and conferred and reached agreement on this Side Letter of Agreement to the 2011 – 2013 Memorandum of Understanding ("MOU"). This Side Letter of Agreement is not intended to supersede any of the other terms and conditions of employment contained in the MOU unless specifically mentioned herein. The following provisions of this Side Letter of Agreement represent the mutual understanding and consent of both parties.

1. Article Two, Section V is amended as specified in Attachment "A" attached hereto.
2. This Side Letter of Agreement shall be incorporated into and made part of the parties Memorandum of Understanding.

This Side Letter of Agreement is executed on April __, 2013.

FOR THE CITY:

FOR CCEA:

John M. Nachbar, City Manager

Desmond Burns, President

SIDE LETTER OF AGREEMENT

between

CITY OF CULVER CITY

and

CULVER CITY MANAGEMENT GROUP

Representatives of the City of Culver City ("City") and the Culver City Management Group ("CCMG") (collectively "Parties") have met and conferred and reached agreement on this Side Letter of Agreement to the 2011 – 2013 Memorandum of Understanding ("MOU"). This Side Letter of Agreement is not intended to supersede any of the other terms and conditions of employment contained in the MOU unless specifically mentioned herein. The following provisions of this Side Letter of Agreement represent the mutual understanding and consent of both parties.

1. Article Two, Section VI is amended as specified in Attachment "A" attached hereto.
2. This Side Letter of Agreement shall be incorporated into and made part of the parties Memorandum of Understanding.

This Side Letter of Agreement is executed on April __, 2013.

FOR THE CITY:

FOR CCMG:

John M. Nachbar, City Manager

Glenn Heald, President

SIDE LETTER OF AGREEMENT

between

CITY OF CULVER CITY

and

CULVER CITY POLICE OFFICERS' ASSOCIATION

Representatives of the City of Culver City ("City") and the Culver City Police Officers' Association ("POA") (collectively "Parties") have met and conferred and reached agreement on this Side Letter of Agreement to the 2011 – 2014 Memorandum of Understanding ("MOU"). This Side Letter of Agreement is not intended to supersede any of the other terms and conditions of employment contained in the MOU unless specifically mentioned herein. The following provisions of this Side Letter of Agreement represent the mutual understanding and consent of both parties.

1. Article Two, Section VI is amended as specified in Attachment "A" attached hereto.
2. This Side Letter of Agreement shall be incorporated into and made part of the parties Memorandum of Understanding.

This Side Letter of Agreement is executed on April __, 2013.

FOR THE CITY:

FOR POA:

John M. Nachbar, City Manager

Manuel Cid, President

SIDE LETTER OF AGREEMENT

between

CITY OF CULVER CITY

and

CULVER CITY POLICE MANAGEMENT GROUP

Representatives of the City of Culver City ("City") and the Culver City Police Management Group ("PMG") (collectively "Parties") have met and conferred and reached agreement on this Side Letter of Agreement to the 2012 – 2015 Memorandum of Understanding ("MOU"). This Side Letter of Agreement is not intended to supersede any of the other terms and conditions of employment contained in the MOU unless specifically mentioned herein. The following provisions of this Side Letter of Agreement represent the complete mutual understanding and consent of both parties.

1. Article Two Section VII is amended as specified in Attachment "A" attached hereto
2. Attachment "B" shall be incorporated into the MOU as Article Two Section VIII
3. Article Five Section III is amended as specified in Attachment "C" attached hereto
4. This Side Letter of Agreement shall be incorporated into and made part of the parties' MOU.

This Side Letter of Agreement is executed on April __, 2013.

FOR THE CITY:

FOR PMG:

John M. Nachbar, City Manager

Allen Azran, President

SIDE LETTER OF AGREEMENT

between

CITY OF CULVER CITY

and

CULVER CITY FIREFIGHTERS' ASSOCIATION

Representatives of the City of Culver City ("City") and the Culver City Firefighters' Association ("FFA") (collectively "Parties") have met and conferred and reached agreement on this Side Letter of Agreement to the 2012 -- 2014 Memorandum of Understanding ("MOU"). This Side Letter of Agreement is not intended to supersede any of the other terms and conditions of employment contained in the MOU unless specifically mentioned herein. The following provisions of this Side Letter of Agreement represent the mutual understanding and consent of both parties.

1. Article Two, Section II is amended as specified in Attachment "A" attached hereto.
2. This Side Letter of Agreement shall be incorporated into and made part of the parties Memorandum of Understanding.

This Side Letter of Agreement is executed on April __, 2013.

FOR THE CITY:

FOR FFA:

John M. Nachbar, City Manager

Mike McCormick, President

SIDE LETTER OF AGREEMENT

between

CITY OF CULVER CITY

and

CULVER CITY FIRE MANAGEMENT GROUP

Representatives of the City of Culver City ("City") and the Culver City Fire Management Group ("FMG") (collectively "Parties") have met and conferred and reached agreement on this Side Letter of Agreement to the 2012 – 2014 Memorandum of Understanding ("MOU"). This Side Letter of Agreement is not intended to supersede any of the other terms and conditions of employment contained in the MOU unless specifically mentioned herein. The following provisions of this Side Letter of Agreement represent the complete mutual understanding and consent of both parties.

1. Article Two Section II is amended as specified in Attachment "A" attached hereto
2. Attachment "B" shall be inserted into Article Two between Sections III and IV
3. Article Five Section III is amended as specified Attachment "C" attached hereto
4. This Side Letter of Agreement shall be incorporated into and made part of the parties' MOU.

This Side Letter of Agreement is executed on April __, 2013.

FOR THE CITY:

FOR FMG:

John M. Nachbar, City Manager

Dave White, President

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RESOLUTION NO. 2013-R

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
CULVER CITY, CALIFORNIA, ADOPTING THE CLASSIFICATION
AND SALARY PLAN FOR SAFETY EMPLOYEES EFFECTIVE
APRIL 8, 2013.

NOW, THEREFORE, the City Council of the City of Culver City, California,
DOES RESOLVE as follows:

1. The Classification and Salary Plan, attached hereto as Exhibit "A" and
incorporated herein by this reference, is hereby adopted effective April 8, 2013.
2. The Classification and Salary Plan attached as Exhibit "A" shall
supersede and replace all previously adopted salary plans for Safety Employees.
3. The City Manager and Chief Financial Officer are hereby authorized to
adjust and pay salaries of the City employees in accordance with the Classification and Salary
Plan adopted and approved by this Resolution, effective April 8, 2013.

APPROVED and ADOPTED this ____ day of _____ 2013.

ANDREW WEISSMAN, Mayor
City of Culver City, California

ATTEST:

MARTIN R. COLE
City Clerk

A13-00165

APPROVED AS TO FORM:


CAROL A. SCHWAB
City Attorney

EXHIBIT A
Classification and Salary Plan – Effective April 8, 2013

Culver CITY
Salary Table - Safety

Note: For FIRE job titles, annual salaries are indicated.

Hourly rates are determined by dividing the annual salary by 2912 for 56-hour employees and 2080 for 40-hour employees.

Job Title	Group	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Firefighter (500)	FIRE	54,913.940	61,266.300	62,817.550	68,613.400	72,482.540	76,580.830	79,742.000	-	-	-
Fire Engineer (502)	FIRE	-	91,703.300	-	-	-	-	-	-	-	-
Fire Captain (504)	FIRE	-	105,458.800	-	-	-	-	-	-	-	-
Battalion Chief (506)	FMGT	-	126,432.410	-	-	-	-	-	-	-	-
Fire Marshal (508)	FMGT	-	145,398.140	-	-	-	-	-	-	-	-
Asst Fire Chief (509)	FMGT	-	145,398.140	-	-	-	-	-	-	-	-
Fire Chief (510)	FMGT	-	168,880.200	-	-	-	-	-	-	-	-

EXHIBIT A
Classification and Salary Plan – Effective April 8, 2013

Culver CITY
Salary Table - Safety

Job Title	Group	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Police Recruit (600)	POLR	-	30.630	-	-	-	-	-	-	-	-
Police Officer (601)	POLC	-	30.630	31.563	33.806	34.658	35.704	36.891	38.017	38.977	40.046
Police Sergeant (602)	POLC	-	46.126	-	-	-	-	-	-	-	-
Police Lieutenant (603)	PMGT	-	56.182	-	-	-	-	-	-	-	-
Police Captain (604)	PMGT	-	70.422	-	-	-	-	-	-	-	-
Assistant Chief (605)	PMGT	-	77.467	-	-	-	-	-	-	-	-
Police Chief (606)	PMGT	-	85.281	-	-	-	-	-	-	-	-

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RESOLUTION NO. 2013-R

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
CULVER CITY, CALIFORNIA, ADOPTING THE CLASSIFICATION
AND SALARY PLAN FOR MISCELLANEOUS EMPLOYEES
EFFECTIVE APRIL 8, 2013.

NOW, THEREFORE, the City Council of the City of Culver City, California,
DOES RESOLVE as follows:

1. The Classification and Salary Plan establishing the salary range for
Miscellaneous Employees, attached hereto as Exhibit "A" and incorporated herein by this
reference, is hereby adopted effective April 8, 2013.

2. The Classification and Salary Plan attached as Exhibit "A" shall
supersede and replace all previously adopted salary plans for Miscellaneous Employees.

3. The City Manager and Chief Financial Officer are hereby authorized to
adjust and pay salaries of the City employees in accordance with the Classification and Salary
Plan adopted and approved by this Resolution, effective April 8, 2013.

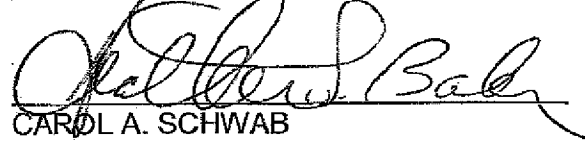
APPROVED and ADOPTED this ____ day of _____ 2013.

ANDREW WEISSMAN, Mayor
City of Culver City, California

ATTEST:

MARTIN R. COLE
City Clerk

APPROVED AS TO FORM:


CAROL A. SCHWAB
City Attorney

A13-00164

EXHIBIT A

Classification and Salary Plan – Effective April 8, 2013

Culver CITY

Salary Table

Group	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
CCEA	Account Clerk (205)	19.025	19.998	21.020	22.095	23.226
	Accountant (419)	28.173	29.612	31.125	32.716	34.388
	Accountant II (428)	30.816	32.391	34.046	35.786	37.615
	Accounting Technician (223)	23.110	24.270	25.500	26.803	28.173
	Admin Clerk (207)	18.836	19.799	20.811	21.875	22.995
	Admin Secretary (222)	22.995	24.151	25.373	26.670	28.032
	Animal Services Officer (307)	21.875	22.995	24.151	25.373	26.670
	Assistant Engineer (425)	30.492	32.050	33.687	35.409	37.218
	Assistant Planner (420)	28.455	29.909	31.437	33.044	34.732
	Associate Analyst (415)	27.616	29.027	30.511	32.070	33.708
	Associate Engineer (439)	36.485	38.349	40.309	42.368	44.534
	Associate Planner (431)	32.716	34.388	36.145	37.992	39.933
	Automated Enforcement Tech (219)	21.875	22.995	24.151	25.373	26.670
	Building And Safety Inspector (327)	27.616	29.027	30.511	32.070	33.708
	Building Engineer (433)	34.046	35.786	37.615	39.537	41.557
	Bus Operator (305)	21.336	22.428	23.570	24.749	26.014
	Business Tax Inspector (224)	23.226	24.389	25.627	26.937	28.313
	Buyer (434)	34.217	35.965	37.803	39.735	41.765
	Cement Finisher (314)	23.684	24.872	26.143	27.479	28.883
	Claims Technician (402)	22.995	24.151	25.373	26.670	28.032
	Clerk (200)	14.752	15.506	16.299	17.133	18.008
	Clerk Typist (202)	16.218	17.048	17.919	18.836	19.799
	Code Enforcement Analyst (429)	31.753	33.375	35.081	36.873	38.758
	Code Enforcement Officer (228)	25.247	26.537	27.893	29.318	30.816
	Communications Technician (333)	29.027	30.511	32.070	33.708	35.431
	Computer Programmer (422)	29.172	30.663	32.230	33.877	35.608
	Custodian (203)	16.463	17.304	18.189	19.120	20.097
	Engineering Drawing & Doc Tech (432)	32.716	34.388	36.145	37.992	39.933
	Engineering Technician (406)	25.500	26.803	28.173	29.612	31.125
	Equip Maintenance Supervisor (427)	30.663	32.230	33.877	35.608	37.428
	Equipment Service Worker (210)	19.025	19.998	21.020	22.095	23.226
	Facilities Leadworker (332)	29.027	30.511	32.070	33.708	35.431
	Facilities Maint Crew Leader (322)	26.273	27.616	29.027	30.511	32.070
	Facilities Maintenance Worker (303)	21.230	22.316	23.458	24.628	25.884
	Fire Prevention Specialist (437)	35.291	37.095	38.990	40.983	43.077
	Forensic Specialist (335)	30.971	32.553	34.217	35.965	37.803
	GIS Analyst (438)	36.145	37.992	39.933	41.974	44.119
	GIS Technician (424)	30.059	31.595	33.209	34.906	36.690
	Graphic Services Assistant (209)	18.929	19.898	20.915	21.984	23.110
	Graphic Services Supervisor (413)	26.937	28.313	29.760	31.281	32.879
	Heavy Equipment Operator (313)	23.226	24.389	25.627	26.937	28.313
	Heavy Truck Driver (312)	22.316	23.458	24.628	25.884	27.207
	Help Desk Technician (403)	24.270	25.500	26.803	28.173	29.612
	Housing Assistant (409)	25.627	26.937	28.313	29.760	31.281
	Housing Specialist (426)	30.511	32.070	33.708	35.431	37.242
	Human Resources Associate (410)	26.273	27.616	29.027	30.511	32.070

EXHIBIT A**Classification and Salary Plan – Effective April 8, 2013****Culver CITY****Salary Table**

Group	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
CCEA	Human Resources Technician (411)	26.273	27.616	29.027	30.511	32.070
	Hvac Maintenance Worker (326)	27.207	28.597	30.059	31.595	33.209
	Information Systems Analyst (435)	34.388	36.145	37.992	39.933	41.974
	Information Technology Analyst (418)	27.893	29.318	30.816	32.391	34.046
	Irrigation Maintenance Technic (304)	21.230	22.316	23.458	24.628	25.884
	Jailer (218)	21.230	22.316	23.458	24.628	25.884
	Laborer (204)	17.653	18.556	19.505	20.502	21.550
	Legal Secretary (412)	26.803	28.173	29.612	31.125	32.716
	Maintenance Carpenter (319)	24.628	25.884	27.207	28.597	30.059
	Maintenance Electrician (328)	27.616	29.027	30.511	32.070	33.708
	Maintenance Painter (317)	24.508	25.755	27.072	28.455	29.909
	Maintenance Plumber (329)	27.616	29.027	30.511	32.070	33.708
	Maintenance Worker I (206)	18.463	19.408	20.399	21.442	22.540
	Maintenance Worker II (213)	19.603	20.604	21.658	22.767	23.917
	Mechanic (321)	24.996	26.273	27.616	29.027	30.511
	Mechanic Assistant (309)	21.984	23.110	24.270	25.500	26.803
	Network Administrator (440)	37.803	39.735	41.765	43.899	46.143
	Office Automation Specialist (229)	25.500	26.803	28.173	29.612	31.125
	Park Maintenance Crewleader (315)	23.917	25.121	26.405	27.754	29.172
	Park Patrol Officer (220)	21.875	22.995	24.151	25.373	26.670
	Parking Enforcement Officer (214)	20.097	21.125	22.205	23.342	24.508
	Parking Meter Technician (310)	21.984	23.110	24.270	25.500	26.803
	Payroll Technician (423)	25.500	26.803	28.173	29.612	31.125
	Permit Technician (215)	20.604	21.658	22.767	23.917	25.121
	Pest Control Technician (316)	23.925	25.148	26.432	27.783	29.203
	Plan Check Engineer (436)	35.409	37.218	39.120	41.119	43.221
	Planning Technician (400)	21.875	22.995	24.151	25.373	26.670
	Police Records Technician (208)	18.836	19.799	20.811	21.875	22.995
	Pool Maintenance Technician (330)	27.616	29.027	30.511	32.070	33.708
	Property Inspector (443)	30.209	31.753	33.375	35.081	36.873
	Property Technician (221)	22.095	23.226	24.389	25.627	26.937
	Public Works Inspector (417)	27.754	29.172	30.663	32.230	33.877
	Recreation Coordinator (227)	24.996	26.273	27.616	29.027	30.511
	Safety Services Comm Oper (225)	23.800	24.996	26.273	27.616	29.027
	Sanitation Collector (301)	19.025	19.998	21.020	22.095	23.226
	Sanitation Crew Supervisor (405)	24.628	25.884	27.207	28.597	30.059
	Sanitation Dispatch (226)	24.389	25.627	26.937	28.313	29.760
	Sanitation Driver (306)	21.550	22.653	23.800	24.996	26.273
	Sanitation Roll-Off Driver (311)	21.984	23.110	24.270	25.500	26.803
	Scout Vehicle Operator (212)	19.408	20.399	21.442	22.540	23.684
	Secretary (216)	20.604	21.658	22.767	23.917	25.121
	Sewer Lift Station Electro Mec (318)	24.508	25.755	27.072	28.455	29.909
	Sr & Social Services Spec (408)	25.627	26.937	28.313	29.760	31.281
	Sr Comp Programmer Analyst (442)	39.933	41.974	44.119	46.373	48.743
	Sr Engineering Technician (416)	27.754	29.172	30.663	32.230	33.877
	Sr Jailer (404)	24.628	25.884	27.207	28.597	30.059

EXHIBIT A**Classification and Salary Plan – Effective April 8, 2013****Culver CITY****Salary Table**

Group	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
CCEA	Sr. Account Clerk (217)	20.811	21.875	22.995	24.151	25.373
	Staff Asst/Solid Waste Ops (421)	30.359	31.910	33.541	35.255	37.056
	Street Lights Technician (331)	27.616	29.027	30.511	32.070	33.708
	Street Maintenance Crew Leader (323)	26.273	27.616	29.027	30.511	32.070
	Structural Rehab Specialist (334)	30.209	31.753	33.375	35.081	36.873
	Subdrain Crewleader (324)	26.273	27.616	29.027	30.511	32.070
	Subdrain Worker (302)	20.097	21.125	22.205	23.342	24.508
	Telecommunications Analyst (430)	32.230	33.877	35.608	37.428	39.340
	Traffic Eng Analyst (444)	36.145	37.992	39.933	41.974	44.119
	Traffic Painter (308)	21.875	22.995	24.151	25.373	26.670
	Traffic Painting Crewleader (325)	26.670	28.032	29.465	30.971	32.553
	Traffic Signal Technician (336)	32.553	34.217	35.965	37.803	39.735
	Training & Safety Instructor (414)	29.760	31.281	32.879	34.560	36.326
	Transit Operations Supervisor (407)	28.313	29.760	31.281	32.879	34.560
	Van Driver (300)	17.741	18.556	19.505	20.502	21.550
	Warehouse Supervisor (401)	22.316	23.458	24.628	25.884	27.207
	Warehouse Worker/Delivery Drv (211)	19.215	20.198	21.230	22.316	23.458
	Webmaster (441)	39.340	41.351	43.464	45.685	48.019
	Welder (320)	24.749	26.014	27.343	28.883	30.209

EXHIBIT A

Classification and Salary Plan – Effective April 8, 2013

Culver CITY

Salary Table

Group	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
CCMG	Accounting Division Manager (803)	42,184	44,340	46,605	48,987	51,490
	Assistant City Attorney (818)	56,886	59,794	62,849	66,060	69,435
	Budget Division Manager (804)	42,184	44,340	46,605	48,987	51,490
	Budget Management Analyst (709)	35,431	37,242	39,145	41,145	43,247
	Building Maintenance Supv (706)	33,209	34,906	36,690	38,565	40,535
	Building Official (817)	56,322	59,200	62,225	65,403	68,747
	Claims & Safety Coordinator (711)	35,965	37,803	39,735	41,765	43,899
	Dep Cmty Dev Dir/Planning Mgr (816)	54,663	57,457	60,393	63,479	66,722
	Dep Cmty Dev Dir/Redev Admin (819)	57,457	60,393	63,479	66,722	70,132
	Deputy City Attorney I (720)	49,232	51,748	54,391	57,170	60,093
	Deputy City Attorney II (721)	53,052	55,763	58,612	61,607	64,755
	Deputy Trans Director (821)	53,052	55,763	58,612	61,607	64,755
	Economic Dev Manager (806)	43,899	46,143	48,501	50,979	53,583
	Emergency Preparedness Coord (712)	36,690	38,565	40,535	42,607	44,784
	Enforcement Services Manager (800)	35,255	37,056	38,950	40,940	43,032
	Engineering Services Manager (814)	52,787	55,485	58,320	61,301	64,432
	Environmental Coordinator (722)	36,690	38,565	40,535	42,607	44,784
	Environmental Progs/Ops Manage (815)	52,787	55,485	58,320	61,301	64,432
	Equipment Maintenance Manager (811)	47,543	49,972	52,525	55,209	58,031
	Housing Programs Administrator (809)	47,073	49,478	52,006	54,663	57,457
	Human Resources Analyst (702)	32,716	34,388	36,145	37,992	39,933
	Legal Operations Manager (715)	38,950	40,940	43,032	45,231	47,543
	Maintenance Operations Mgr (813)	48,019	50,473	53,052	55,763	58,612
	Management Analyst (703)	32,716	34,388	36,145	37,992	39,933
	Park Maintenance Supervisor (700)	31,910	33,541	35,255	37,056	38,950
	Parks Manager (802)	40,940	43,032	45,231	47,543	49,972
	Procure & Financial Svcs Mgr (820)	42,184	44,340	46,605	48,987	51,490
	Recreation Supervisor (701)	32,070	33,708	35,431	37,242	39,145
	Redevelopment Project Manager (718)	43,899	46,143	48,501	50,979	53,583
	Senior Accountant (707)	33,708	35,431	37,242	39,145	41,145
	Solid Waste & Rec Ops Supv (710)	35,786	37,615	39,537	41,557	43,681
	Special Events Coordinator (708)	35,255	37,056	38,950	40,940	43,032
	Sr & Social Services Manager (810)	47,308	49,725	52,266	54,937	57,744
	Sr Building & Safety Inspector (705)	32,879	34,560	36,326	38,182	40,133
	Sr Civil Engineer (719)	47,073	49,478	52,006	54,663	57,457
	Sr Enterprise Business Analyst (716)	39,933	41,974	44,119	46,373	48,743
	Sr Management Analyst (713)	38,950	40,940	43,032	45,231	47,543
	Sr Management Analyst/Budget (714)	38,950	40,940	43,032	45,231	47,543
	Sr Planner (717)	42,184	44,340	46,605	48,987	51,490
	Systems Development Manager (807)	46,143	48,501	50,979	53,583	56,322
	Technical Services Manager (808)	46,143	48,501	50,979	53,583	56,322
	Traffic Engineering Manager (801)	40,738	42,820	45,008	47,308	49,725
	Traffic Engineering Manager (822)	40,738	42,820	45,008	47,308	49,725
	Transit Operations Analyst (704)	32,716	34,388	36,145	37,992	39,933
	Transit Operations Manager (812)	47,543	49,972	52,525	55,209	58,031
	Treasury Division Manager (805)	42,184	44,340	46,605	48,987	51,490

EXHIBIT A

Classification and Salary Plan – Effective April 8, 2013

Culver **CITY**

Salary Table

Group	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
CCMG	Trfc Eng Analyst (723)	36.145	37.992	39.933	41.974	44.119

EXHIBIT A

Classification and Salary Plan – Effective April 8, 2013

Culver **CITY**

Salary Table

Group	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
CNCL	Council Member (001)	27.987	-	-	-	-

EXHIBIT A**Classification and Salary Plan – Effective April 8, 2013****Culver CITY****Salary Table**

Group	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
EXEC	Assistant City Manager (908)	76.331	80.232	84.331	88.641	93.170
	Asstant To City Manager (900)	48.019	50.473	53.052	55.763	58.612
	Chief Financial Officer (907)	74.824	78.648	82.666	86.891	91.331
	Chief Info Officer (905)	67.725	71.185	74.824	78.648	82.666
	City Attorney (909)	86.030	90.426	95.047	99.904	105.009
	City Manager (910)	96.970	101.924	107.133	112.608	118.362
	Community Devopment Director (904)	66.390	69.782	73.350	77.098	81.038
	Human Resources Director (902)	61.301	64.432	67.725	71.185	74.824
	Pracs Director (901)	60.996	64.112	67.388	70.833	74.452
	Public Works Director (906)	71.185	74.824	78.648	82.666	86.891
	Transportation Director (903)	65.079	68.404	71.899	75.573	79.435

EXHIBIT A**Classification and Salary Plan – Effective April 8, 2013****Culver CITY****Salary Table**

Group	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
NBNE	Admin Intern (107)	11.326	11.904	12.513	-	-
	Bus Operator Trainee (106)	12.145	-	-	-	-
	Cashier Plunge (101)	8.357	8.784	9.233	-	-
	Crossing Guard (104)	11.047	-	-	-	-
	GIS Intern (111)	12.513	13.154	13.826	-	-
	Instrctr/Ppl/Disabilities (115)	16.545	-	-	-	-
	Lifeguard (108)	11.382	11.964	12.576	-	-
	Lifeguard Swim Instructor NB (110)	12.390	13.023	13.689	-	-
	Pool Manager (113)	13.286	13.965	14.679	-	-
	Recreation Leader I (103)	8.917	9.372	9.850	-	-
	Recreation Leader II (109)	11.439	12.025	12.639	-	-
	Recreation Specialist (114)	14.461	15.200	15.977	-	-
	Sr Recreation Leader (112)	12.894	13.553	14.246	-	-
	Student Worker I (100)	8.029	8.441	8.872	-	-
	Student Worker II (102)	8.697	9.141	9.608	-	-
	Student Worker III (105)	10.884	11.439	12.025	-	-