

City of Culver City, California
City Council Agenda Item Report

Meeting Date: 1/09/06		Item Number: <u>A-7</u>	
AGENDA ITEM: Resolutions to Adopt a Salary Schedule for Fire Safety Employees Effective Retroactively to April 4, 2005, and December 12, 2005 and Rescind Resolution No 2005-R067 and to Adopt a Salary Schedule for Police Safety Employees Effective December 12, 2005 and Rescind Resolution No 2005-R046			
Contact Person/Dept.: 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, Culver City Fire Management Group, Culver City Firefighters, Culver City Police Management Group, and Culver City Police Officers' Association (01/05/06)			
Department Approval: Serena Wright (01/05/06)		CAO Approval: Martin R. Cole for Jerry B. Fulwood (01/05/06)	
City Controller Approval: Marlee Chang (01/05/06)			

RECOMMENDATION

Staff recommends the City Council adopt the Resolutions establishing a new salary schedule for Fire Safety employees retroactive to April 4, 2005 and December 12, 2005 and Rescind Resolution No. 2005-R067 and to adopt a salary schedule for Police Safety employees retroactive to December 12, 2005. This item requires a 4/5ths vote of the City Council.

DISCUSSION

Pursuant to the Initiative Ordinance in the Memorandum of Understanding for Fire and Police Safety employees, the base salary rate for Culver City Fire and Police Safety employees is to be adjusted by an average of the percentage increases received by the City and County of Los Angeles' Fire, Police and Sheriff's Departments, respectively.

FISCAL ANALYSIS

The County of Los Angeles Fire Department received a 3% salary increase retroactive to April 1, 2005 which will result in a 1.5% salary increase for Culver City Fire Safety employees. In addition, they also received a 2% salary increase effective December 1, 2005 that will result in a 1% increase for Culver City. The approximate

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annual fiscal impact for Fiscal Year 05/06 of these increases, including all associated benefits, is \$150,000.

The County of Los Angeles Sheriff's Department received a 2% salary increase effective December 1, 2005 which will result in a 1% increase for Culver City. The approximate annual fiscal impact for Fiscal Year 05/06 of these increases, including all associated benefits, is \$95,000.

The total salary increase of \$245,000 is approximately \$60,000 over the budgeted amount; therefore a budget amendment is required. The majority of the unfunded portion is attributable to the increase of retroactive pay from April 4 to June 30 of 2005 for Fire Safety employees.

ATTACHMENTS

Salary Resolution with Exhibit A

MOTION

That the City Council:

1. Adopt the Resolution establishing new salary schedules for Fire Safety Employees retroactive to April 4, 2005 and December 12, 2005 and Rescind Resolution No 2005-R067; and,
2. Amend the adopted FY 2005-2006 budget to appropriate the additional \$ 60,000 to fund the salary increases.