

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

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| Meeting Date: 03/01/2010                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | Item Number: <u>A-5</u>                                                                           |  |
| <b>CITY COUNCIL AGENDA ITEM: Adoption of a Resolution Approving a Two (2) Year Memorandum of Understanding with the Culver City Police Officers' Association for the Period of July 1, 2009 through June 30, 2011</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  |                                                                                                   |  |
| Contact Person/Dept.: Serena Wright                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  | Phone Number: 310-253-5640                                                                        |  |
| Fiscal Impact: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |  | General Fund: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                 |  |
| Public Hearing: <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | Action Item: <input checked="" type="checkbox"/> Attachments: <input checked="" type="checkbox"/> |  |
| Commission Action Required: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  | Dates:                                                                                            |  |
| Public Notification: (E-Mail) Meetings and Agendas – City Council (02/24/2010); Culver City Police Officers' Association (02/24/2010)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  |                                                                                                   |  |
| Department Approval:<br>Serena Wright (02/22/10)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |  | City Attorney Approval:<br>Carol Schwab (by H. Baker) (02/24/10)                                  |  |
| Chief Financial Officer Approval:<br>Mark Scott (by M. Noller) (02/24/10)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  | City Manager Approval:<br>Mark Scott (02/24/10)                                                   |  |
| <p><b><u>RECOMMENDATION:</u></b></p> <p>Staff recommends that the City Council adopt a Resolution approving a two (2) year Memorandum of Understanding (MOU) with the Culver City Police Officers' Association (CCPOA) for the period of July 1, 2009 through June 30, 2011.</p> <p><b><u>BACKGROUND:</u></b></p> <p>The previous MOU with the Culver City Police Officer Association expired on June 30, 2009. After nine (9) months of negotiations, the City and the CCPOA have reached an agreement resulting in a two (2) year contract.</p> <p><b><u>DISCUSSION:</u></b></p> <p>The MOU that is being presented to the City Council for adoption contains the following essential changes, along with minor language revisions made to the attached master revised contract:</p> <ol style="list-style-type: none"><li>1. The term of the contract is for two (2) years (July 1, 2009 to June 30, 2011).</li><li>2. The City will continue the intent of the Salary Initiative Ordinance to set Police Officers' salaries at an amount not less than the average of the base monthly</li></ol> |  |                                                                                                   |  |

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salaries of City of Los Angeles Police Department and Los Angeles County Sheriff Department.

3. Implementation of a new 3/12.5 work schedule for the Patrol division, excluding Motor assignments.
4. Effective January 1, 2010, 4% Special Assignment Pay for the following assignments:
  - Adult Detectives
  - Juvenile Detectives
  - Personnel and Training
  - Commercial Enforcement
  - Court Liaison Officer
  - Victim's Assistance Unit
5. Effective January 1, 2010, all unit employees shall participate in the CalPERS cafeteria plan for health benefits including medical, dental, vision and/or life insurance. The monthly allowance shall be:

|                  |           |
|------------------|-----------|
| Single party:    | \$ 417.55 |
| Two-party:       | \$ 763.42 |
| Family Coverage: | \$ 971.18 |

This includes the contribution set forth by the California Public Employees' Medical and Hospital Care Act (PEMHCA) under Government Code 22892. The statutory minimum amount for 2010 is \$105.00 per month per employee.

During the term of this agreement and until a successor agreement is negotiated, the City shall adjust the above monthly flex dollar allowance based upon 95% of the Blue Shield Net Value premium + Delta Care premium + Vision premium + Life Insurance.

In addition, all unit employees hired prior to January 1, 2010 shall receive a health longevity stipend as follows:

|                  |           |
|------------------|-----------|
| Single party:    | \$165.67  |
| Two-party:       | \$ 220.70 |
| Family coverage: | \$ 245.69 |

During the term of this agreement and until a successor agreement is negotiated, the City shall adjust the monthly Health Longevity Stipend to cover the difference between the flex dollar allowance and an amount equal to the cost of 95% of the PORAC premium + Delta PPO premium + Vision premium + Life Insurance.

The balance of the monthly allowances may be used to purchase other benefits as offered through the cafeteria plan or be converted to taxable income once the mandatory health elections have been made.

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6. The City shall implement a vesting schedule for retiree medical insurance. All unit employees who are hired on or after January 1, 2010, shall complete a minimum of ten (10) years of paid service time with the City of Culver City to be eligible to participate in the City's retiree medical program. A unit employee is eligible for 50% coverage upon 10 years of paid service time. Vesting increases 5% for each paid year of service until complete (100%) vesting occurs at 20 years of paid service time.
7. The City shall implement a retiree health savings trust for all unit employees for reimbursement of qualified healthcare expenses upon retirement.

**FISCAL ANALYSIS:**

Contingency funding was appropriated in the Non-Departmental 2009-10 budget for anticipated MOU discussions. There is sufficient funding to cover these increased costs, and funding will be transferred as appropriate to the Police Department's budget during fiscal 2009-10 to cover the associated increased costs. Any increased costs will also be built into the fiscal 2010-11 budget.

|                         |                 |
|-------------------------|-----------------|
| Special Assignment Pay: | \$89,151        |
| <u>Cafeteria Plan:</u>  | <u>\$32,500</u> |
| Total Increased Cost:   | \$121,651       |

**ATTACHMENTS:**

1. Resolution with Master Memorandum of Understanding

**MOTION:**

That the City Council:

Adopt the Resolution approving a two (2) year Memorandum of Understanding between the City and the Culver City Police Officers' Association for the period of July 1, 2009 through June 30, 2011.