

City of Culver City, California
City Council Agenda Item Report

Meeting Date: 06/4/07		Item Number: <u>A-1</u>	
AGENDA ITEM: Adoption of a Resolution Approving a Salary Schedule for Fire Safety Employees Effective Retroactively to the first pay period including July 1, 2006 and April 1, 2007; and Prospectively for July 1, 2007, August 1, 2007, July 1, 2008 and August 1, 2008 and Rescinding Resolution No 2006-R074			
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 and Culver City Firefighters' Association on 5/31/07			
Department Approval: Serena Wright (05/30/2007)		City Attorney Approval: Carol Schwab (by H. Iker) (05/31/07)	
City Controller Approval: Marlee Chang (05/31/2007)		City Manager Approval: Jerry B. Fulwood (05/31/2007)	

RECOMMENDATION

Staff recommends the City Council adopt the Resolution approving new salary schedules for Fire Safety employees retroactive to the first pay period including July 1, 2006 and April 1, 2007; and prospectively for the first pay periods including the following dates: July 1, 2007, August 1, 2007, July 1, 2008 and August 1, 2008 and Rescind Resolution No 2006-R074

DISCUSSION

Pursuant to the Salary Initiative Ordinance as adopted by the voters of Culver City in 1955 and amended in 1984, the base salary rate for Culver City Fire Safety employees shall be adjusted by an average of the percentage increases received by the City and County of Los Angeles.

The City and County of Los Angeles have recently ratified the contracts with their Fire Safety employees with the following salary increases:

Effective Dates	7/1/06	4/1/07	7/1/07	8/1/07	7/1/08	8/1/08
LA City Fire	3%		3.5%		3.75%	
LA County Fire		5.5%		3%		3%

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FISCAL ANALYSIS

The aggregate salary increases provided by LA City and LA County Fire Departments total 21.75% (10.25% and 11.5% respectively) which results in a total salary increase of 10.87% for Culver City Fire Department. The estimated fiscal impact of these increases over three years, including all associated benefits is \$1,029,220.

There is an adequate appropriation in this year's budget for the retroactive increase and an adequate appropriation requested in the following year's budget for the prospective increases.

Summary of Total Projected Costs Per Fiscal Year			
	FY 06/07	FY 07/08	FY 08/09
Firefighters' Association Salary	\$120,130	\$362,540	\$226,100
Fire Management Group Salary	\$16,445	\$49,685	\$31,050
Plus (%) benefit rate:	\$37,800	\$114,230	\$71,240
Total Projected Salary & Benefit Costs:	\$174,375	\$526,455	\$328,390

ATTACHMENTS

Salary Resolution with Exhibit A

MOTION

That the City Council:

Adopt the Resolution approving new salary schedules for Fire Safety Employees retroactive to the first pay period including July 1, 2006 and April 1, 2007; and Prospectively for the first pay periods including the following dates: July 1, 2007, August 1, 2007, July 1, 2008 and August 1, 2008 and rescinding Resolution No 2006-R074.