

City of Culver City, California
City Council Agenda Item Report

Meeting Date: 10/09/06		Item Number: <u>A-1</u>	
AGENDA ITEM: A Resolution to Adopt a Five (5) Year Memorandum of Understanding with the Culver City Employees Association for the Period of January 1, 2006 through December 31, 2010 and Rescind Resolution No 2006-R062			
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, and the Culver City Employees Association on October 4, 2006			
Department Approval: Serena Wright (10/3/06)		City Manager Approval: Jerry Fulwood (10/4/06)	
City Controller Approval: Marlee Chang (10/3/06)			
<u>RECOMMENDATION</u> Staff recommends the City Council adopt a Resolution approving a five (5) year Memorandum of Understanding (MOU) with the Culver City Employees Association for the period of January 1, 2006 through December 31, 2010 and Rescind Resolution No 2006-R062. <u>BACKGROUND</u> The previous MOU with the Culver City Employees Association expired on December 31, 2005. After ten (10) months of negotiations, the City and the Culver City Employees Association have reached an agreement resulting in a five (5) year contract retroactive to January 1, 2006. <u>DISCUSSION</u> The MOU that is being presented to the City Council for adoption contains the following essential changes, along with the attached master revised contract: (1) Effective January 1, 2006, a 4% annual salary adjustment over the term of the contract. (2) Effective January 1, 2007, the City shall contract with CalPERS for the Single Highest Year retirement benefit for all eligible unit employees. All unit employees shall pay an additional 1% of the employee contribution rate to			

City of Culver City, California
City Council Agenda Item Report

- assist with the funding of this new benefit. In accordance with the California Public Retirement Law, this enhanced benefit can only be provided by the City upon agreement of all miscellaneous employee groups (Culver City Employees Association and Culver City Management Group).
- (3) Effective January 1, 2008, City paid deferred compensation contribution in the amount of \$26 per month (\$12 per pay period) on behalf of each unit employee that contributes at least \$26 per month. For unit employees contributing less than \$26 per month (\$12 per pay period), the City will match dollar-for-dollar.
 - (4) Effective January 1, 2007, all unit employees that retire after December 31, 2006, shall pay five percent (5%) of their monthly medical premiums. The five percent (5%) monthly medical premium contribution shall be waived for current retirees and active employees who retire on or before December 31, 2006.
 - (5) All unit employees who are hired on or after January 1, 2007 shall complete a minimum of five (5) years of paid service time with the City of Culver City in order to be eligible to participate in the City's retiree medical insurance plan upon their retirement from the City of Culver City.
 - (6) Jail duty assignment pay increased from one (1) hour to two (2) hours of base hourly rate of pay when assigned.
 - (7) Effective January 1, 2008, uniform allowance for full time Bus Operators and Transit Operations Supervisors shall be increased from \$500 to \$550 annually.
 - (8) Effective January 1, 2008, uniform allowance for the following classifications shall be increased from \$600 to \$650 annually.
 - Business Tax Inspector
 - Code Enforcement Officer
 - Fire Prevention Specialist
 - Identification Technician
 - Jailer
 - Parking Enforcement Officer
 - Police Records Technician
 - Safety Services Communication Operator
 - (9) Effective January 1, 2008, tool allowance for the following classifications shall be increased from \$200 to \$300 annually.
 - Equipment Service Worker
 - Mechanic Assistant
 - Mechanic
 - Equipment Maintenance Supervisor

FISCAL ANALYSIS

City of Culver City, California
City Council Agenda Item Report

The net increased cost for the five year period of the MOU is within the fiscal parameters established by the City Council.

The City Controller has reviewed and approved this fiscal analysis.

ATTACHMENTS

Resolution with Master Memorandum of Understanding

MOTION

That the City Council:

Adopt the Resolution approving a five (5) year Memorandum of Understanding between the City and the Culver City Employees Association for the period of January 1, 2006 through December 31, 2010 and Rescind Resolution No 2006-R062.