

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

Meeting Date: 06/22/2015		Item Number: <u>C-8</u>	
CITY COUNCIL AGENDA ITEM: Adoption of a Resolution Approving a Memorandum of Understanding with the Culver City Firefighters Local 1927, AFL-CIO (CCFF) for the Period of January 1, 2015 through December 31, 2019, which Includes an Option for Extension of the Term for One Additional Year (to December 31, 2020) at the Discretion of the CCFF.			
Contact Person/Dept.: Serena Wright		Phone Number: 310-253-5640	
Fiscal Impact: Yes ☒ No ☐		General Fund: Yes ☒ No ☐	
Public Hearing: ☐		Action Item: ☐ Attachments: ☒	
Commission Action Required: Yes ☐ No ☒		Dates:	
Public Notification: (E-Mail) Agenda and Meetings – City Council (06/18/15); Culver City Firefighters Local 1927, AFL-CIO (06/16/15)			
Department Approval: Serena Wright (06/15/15)		City Attorney Approval: Carol Schwab (by H. Baker) (06/17/15)	
Chief Financial Officer Approval: Jeff Muir (by M. Noller) (06/17/15)		City Manager Approval: John M. Nachbar (06/17/15)	
<u>RECOMMENDATION:</u> Staff recommends the City Council adopt a resolution approving a Memorandum of Understanding (MOU) with the Culver City Firefighters Local 1927, AFL-CIO (CCFF) for the period of January 1, 2015 through December 31, 2019, including an option which the CCFFA may exercise to extend the MOU for one additional year (to December 31, 2020). <u>BACKGROUND:</u> The MOU with the CCFF expired on December 31, 2014. The City and CCFF have concluded negotiations and reached a tentative agreement for a successor MOU. <u>DISCUSSION:</u> The MOU that is being presented to the City Council for consideration and approval includes the following essential changes: • Increase Firefighter I certificate pay from 3% to 5.5% • Provide 8% Firefighter II certificate for Fire Engineer and Fire Captains • Increase Special Assignment Pay for Fire Inspector and Senior Fire Inspector by 3% • Provide 5% Bilingual Pay			

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- Increase annual Uniform Allowance by \$540
- Increase annual Training Leave by 24 hours
- Increase annual Holiday In-Lieu accrual by 8 hours (40 hours schedule)
- Establish Longevity pay as follows:
 - 10 years - \$192/ per pay period
 - 15 years - \$308/ per pay period
 - 20 years - \$423/per pay period
- Increase Tuition Reimbursement to \$250 per unit
- Increase On-Duty Death benefit to \$15,000
- Require employees to pay up to 5% of Employer CalPERS rate costs above 50%
- Update working conditions or procedural changes with de minimis or no fiscal impact.

FISCAL ANALYSIS:

The estimated additional on-going annual cost of this agreement (versus status quo) will be approximately \$765,500 per year. There are savings that will occur when the public safety employer retirement contribution rate rises above 50%. Each percentage picked up by the employees will result in approximately \$72,000 in savings to the City. The City's financial forecast estimates that public safety employer retirement contribution rates will reach 50% in Fiscal Year 2017/2018.

ATTACHMENTS:

Proposed Resolution

MOTION:

That the City Council:

Adopt a Resolution approving a Memorandum of Understanding between the City and the Culver City Firefighters Local 1927, AFL-CIO for the period of January 1, 2015 through December 31, 2019 including an option which the Culver City Firefighters Local 1927, AFL-CIO may exercise to extend the MOU for one additional year (to December 31, 2020).