

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

Meeting Date: 08/11/2014		Item Number: <u>A-5</u>	
CITY COUNCIL AGENDA ITEM: Adoption of a Resolution Approving a Three (3) Year Memorandum of Understanding with the Culver City Employees Association for the Period of July 1, 2014 through June 30, 2017			
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 (08/06/14); Culver City Employees Association (08/06/14)			
Department Approval: Serena Wright (08/06/14)		City Attorney Approval: Carol A. Schwab (by H. Baker) (08/06/14)	
Chief Financial Officer Approval: Jeff Muir (08/06/14)		City Manager Approval: John M. Nachbar (08/06/14)	
<u>RECOMMENDATION:</u> Staff recommends that the City Council adopt a proposed resolution approving a three (3) year Memorandum of Understanding (MOU) with the Culver City Employees Association (CCEA) for the period of July 1, 2014 through June 30, 2017. <u>BACKGROUND:</u> The previous MOU with the Culver City Employees Association expired on June 30, 2014. The negotiation discussions have concluded, and the City and the CCEA have reached a tentative agreement on a three (3) year Memorandum of Understanding. <u>DISCUSSION:</u> The MOU that is being presented to the City Council for consideration and adoption provides the following essential changes: • 2% annual cost-of-living adjustment • 1% annual lump sum non-recurring compensation • Increase uniform allowance and safety shoe reimbursement by \$50 • Increase tool allowance by \$100 • Provide 8 additional hours of floating holiday time in recognition of Cesar Chavez day			

City of Culver City, California
Agenda Item Report

- Provide 5% special compensation for obtaining and maintaining Master ASE certification in areas relevant to City fleet.
- Establish longevity pay as follows:
 - 10 years - \$75/month
 - 15 years - \$100/month
 - 20 years - \$200/month
 - 25 years - \$250/month
- One-time \$500 payment for Playground Inspector License
- Bus Operators assigned to a split shift requiring a break of 2+ hours shall receive one-hour of additional straight-time pay per shift.
- Working condition 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 \$940,000 in the first year, \$980,000 in the second year and \$1,140,000 in the third year. There is an estimated additional cost of \$360,000 in each year for the lump-sum compensation that will not continue after the expiration of the MOU. Approximately fifty percent (50%) of these costs will be paid by the General Fund, with the balance to enterprise or special funds.

ATTACHMENTS:

Resolution with Memorandum of Understanding

MOTION:

That the City Council:

1. Adopt a Resolution approving a three (3) year Memorandum of Understanding between the City and the Culver City Employees Association for the period of July 1, 2014 through June 30, 2017; and,
2. Authorize the City Attorney to review/prepare the necessary documents; and,
3. Authorize the City Manager to execute such documents on behalf of the City.