

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

Meeting Date: 08/25/2014		Item Number: <u>A-4</u>	
CITY COUNCIL AGENDA ITEM: Adoption of a Resolution Approving a Five (5) Year Memorandum of Understanding with the Culver City Police Officers' Association for the Period of July 1, 2014 through June 30, 2019			
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 (08/19/14); Culver City Police Officers' Association (08/19/14)			
Department Approval: Serena Wright (08/18/14)		City Attorney Approval: Carol A. Schwab (by H. Baker) (08/19/14)	
Chief Financial Officer Approval: Jeff Muir (08/19/14)		City Manager Approval: John M. Nachbar (08/19/14)	
<u>RECOMMENDATION:</u> Staff recommends that the City Council adopt a Resolution approving a five (5) year Memorandum of Understanding with the Culver City Police Officers' Association for the period of July 1, 2014 through June 30, 2019. <u>BACKGROUND:</u> The previous Memorandum of Understanding (MOU) with the Culver City Police Officers' Association (CCPOA) expired on June 30, 2014. The negotiation discussions have concluded, and the City and the CCPOA have reached an agreement resulting in a five (5) year agreement. <u>DISCUSSION:</u> The MOU that is being presented to the City Council for consideration and adoption provide the following essential changes: • Combine equipment/uniform allowance and increase by \$110 annually • Increase Field Training Officer pay from 5% to 8% • Increase holiday-in lieu and sick leave accrual by 8 hours • Provide 5% bilingual pay • Provide \$450 annual physical wellness benefit • Establish longevity pay as follows:			

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10 years - \$192/ per pay period

15 years - \$308/ per pay period

20 years - \$423/per pay period

- Increase on-call detective pay from 4 hours per weekend to 8 hours per 7-day work week
- Provide 7% to unit employees assigned as Rangemasters
- 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 \$750,000 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 \$150,000 in savings to the City. The City's financial forecast estimates that public safety employer retirement contribution rates will be to exceed 50% in Fiscal Year 2017-18, and reach 60% in Fiscal Year 2020-21.

ATTACHMENTS:

1. Resolution with Master Memorandum of Understanding

MOTION:

That the City Council:

Adopt a Resolution approving a five (5) year Memorandum of Understanding between the City and the Culver City Police Officers' Association for the period of July 1, 2014 through June 30, 2019.