

City of Culver City, California
City Council Agenda Item Report

Meeting Date: 7/16/07		Item Number: <u>A-3</u>											
AGENDA ITEM: Adoption of a Resolution Approving and Adopting a Five (5) Year Memorandum of Understanding with the Culver City Police Management Group for the Period of July 1, 2005 through June 30, 2010 and Rescinding Resolution No 2001-R099.													
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 Police Management Group on July 12, 2007													
Department Approval: Serena Wright (07/11/07)		City Attorney Approval: Carol Schwab (by H. Iker) (07/11/07)											
City Controller Approval: Marlee Chang (07/11/07)		City Manager Approval: Jerry B. Fulwood (07/11/07)											
<u>RECOMMENDATION</u> Staff recommends the City Council adopt a Resolution approving and adopting a five (5) year Memorandum of Understanding (MOU) with the Culver City Police Management Group (CCPMG) for the period of July 1, 2005 through June 30, 2010 and rescinding Resolution No 2001-R099. <u>BACKGROUND</u> The previous MOU with the Culver City Police Management Group expired on June 30, 2005. After two years of negotiations, the City and the CCPMG have reached an agreement resulting in a five (5) year contract. <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) Salary Adjustments as follows: <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"><tr><td style="padding: 5px;">7/11/05</td><td style="padding: 5px;">12/12/05</td><td style="padding: 5px;">7/1/06</td><td style="padding: 5px;">7/1/07</td><td style="padding: 5px;">7/1/08</td></tr><tr><td style="padding: 5px;">2%</td><td style="padding: 5px;">1%</td><td style="padding: 5px;">1.5%</td><td style="padding: 5px;">3.25%</td><td style="padding: 5px;">5.13%</td></tr></table>				7/11/05	12/12/05	7/1/06	7/1/07	7/1/08	2%	1%	1.5%	3.25%	5.13%
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Effective on the first day of the pay period that includes July 1, 2009, Police Management Group unit employees shall receive the same percentage salary adjustment that is granted to Police Sergeants on the first day of the pay period that includes July 1, 2009. These salary adjustments are based upon modifications of the Initiative Ordinance by mutual agreement of the parties.

In addition, the following classifications received additional salary increases in order to address the salary market inequities:

- Chief of Police – 10%
- Assistant Chief of Police – 9%
- Police Captain – 9%

This comprises the total salary adjustments through the term of this contract.

- (2) Effective July 1, 2007 all Police Lieutenant unit employees that meet the requirements to possess a Management POST certificate shall receive Special Assignment Pay of 4% above their base hourly rate of pay.
- (3) Effective July 1, 2007, increase Management POST certificate pay from 10% to 15%.
- (4) Effective July 1, 2008, increase Management POST certificate pay from 15% to 15.5%.
- (5) Effective July 1, 2007, all sworn members who are already or will be promoted to a Police Management Classification shall receive POST certificate pay for the POST certificate that they possess not to exceed the value of the Management POST certificate as indicated in the Memorandum of Understanding effective July 1, 2005 – June 30, 2010.
- (6) Effective January 1, 2008, all Police Management Group unit employees shall receive an annual uniform allowance in the amount of \$950.
- (7) 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 retired on or before December 31, 2006.
- (8) Employees who have completed a minimum of five (5) years of paid service time with the City of Culver City shall be eligible to participate in the City's

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retiree medical insurance plan upon their retirement from the City of Culver City.

- (9) Medical insurance opt-out provision up to \$350 per month with proof of another existing benefit plan.

FISCAL ANALYSIS

The estimated city cost for the Police Management Group is summarized as below:

Summary of Total Projected Compensation Per Fiscal Year Beginning 2007-08			
	FY 07/08*	FY 08/09	FY 09/10
Police Management Group - Total Projected Salary & Benefits	\$551,300	\$250,700	\$158,775
<i>* Increased cost in Fiscal 2007-08 includes salary adjustments above the annual COLA for Police Chief (10%), Assistant Police Chief (9%), and Police Captains (9%); increase in POST pay for all members (5%); and Special Assignment Pay for Police Lieutenants who have completed the requirements for the Management POST Certificate (4%).</i>			

ATTACHMENTS

Resolution with Master Memorandum of Understanding

MOTION

That the City Council:

Adopt the Resolution approving and adopting a five (5) year Memorandum of Understanding between the City and the Culver City Police Management Group for the period of July 1, 2005 through June 30, 2010 and Rescind Resolution No 2001-R099.