

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

Meeting Date: 08/12/2013		Item Number: <u>C-5</u>	
CITY COUNCIL AGENDA ITEM: Adoption of a Resolution Approving a One (1) Year Memorandum of Understanding with the Culver City Employees' Association for the Period of July 1, 2013 through June 30, 2014			
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 (08/06/13); Culver City Employees' Association (08/06/2013)			
Department Approval: Serena Wright (07/29/13)		City Attorney Approval: Carol Schwab (by H. Baker) (08/05/13)	
Chief Financial Officer Approval: Jeff Muir (08/06/13)		City Manager Approval: John M. Nachbar (08/06/13)	
<u>RECOMMENDATION:</u> Staff recommends that the City Council adopt a resolution approving a one (1) year Memorandum of Understanding (MOU) with the Culver City Employees' Association (CCEA) for the period of July 1, 2013 through June 30, 2014. <u>BACKGROUND:</u> The previous MOU with CCEA expired on June 30, 2013. After months of negotiation discussions, the City and CCEA have reached a tentative agreement resulting in a one (1) year contract. The tentative agreement is submitted to the City Council for consideration. Staff recommends approval of the tentative agreement. <u>DISCUSSION:</u> The MOU that is being presented to the City Council for consideration and approval contains the following major provisions: • 2% lump sum bonus • Increase call back overtime from 2 hours to 4 hours • Provide one hour minimum for remote/off-site work after hours • Increase deferred compensation contribution by \$28 per pay period, to \$40. • Increase compensatory leave bank cap from 180 hours to 240 hours			

City of Culver City, California
Agenda Item Report

- Provide 15 minutes lunch travel time to employees that work in the field
- Increase cafeteria allowance up to \$49 per month based on family status
- Increase uniform allowance and safety shoe reimbursement by \$50 annually

FISCAL ANALYSIS:

The estimated one-time cost for the 2% bonus is \$560,000 City-wide, and \$300,000 of that for the General Fund. Increasing call back overtime is estimated to cost \$5,000 to \$10,000 per year. Based on current enrollment, the increased deferred compensation match is estimated to cost \$225,000 City-wide, and \$130,000 for the General Fund. The increase of the compensatory leave bank cap has a negligible fiscal impact, as it primarily just changes the timing of when the payout occurs. The increased cafeteria benefit allowance will cost \$118,000 City-wide, and \$68,000 for the General Fund. The increase in uniform allowance is estimated to cost \$10,000 per year.

ATTACHMENTS:

1. Proposed Resolution with Master Memorandum of Understanding

MOTION:

That the City Council:

1. Adopt a resolution approving a one (1) year Memorandum of Understanding between the City and the Culver City Employees' Association for the period of July 1, 2013 through June 30, 2014; 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.