City of Culver City, California

Agenda Item Report

Meeting Date: 07/14/2014	Item Number: A-4
CITY COUNCIL AGENDA ITEM: Adoption of a Resolution Approving a Three (3) Year Memorandum of Understanding with the Culver City Management Group for the Period of July 1, 2014 through June 30, 2017	
Contact Person/Dept.: Serena Wright	Phone Number: 310-253-5640
Fiscal Impact: Yes [X] No []	General Fund: Yes [X] No []
Public Hearing: [] Action Item: [X]	Attachments: [X]
Commission Action Required: Yes [] No [X]	Dates:
Public Notification: (E-Mail) Agenda and Meetings – City Council (07/09/14); Culver City Management Group (07/09/2014)	
Department Approval: Serena Wright (07/08/14)	City Attorney Approval: Carol Schwab (by H. Baker) (07/09/14)
Chief Financial Officer Approval: Jeff Muir (07/08/14)	City Manager Approval: John M. Nachbar (07/09/14)

RECOMMENDATION:

Staff recommends the City Council adopt a resolution approving a three (3) year Memorandum of Understanding (MOU) with the Culver City Management Group (CCMG) for the period of July 1, 2014 through June 30, 2017.

BACKGROUND:

The previous MOU with the Culver City Management Group expired on June 30, 2014. The negotiation discussions have concluded and the City and the CCMG have reached a tentative agreement resulting in a three (3) year MOU.

DISCUSSION:

The MOU that is being presented to the City Council for consideration and approval provides the following essential changes:

- 2% annual cost-of-living adjustment for each year of the three year term
- 1% annual lump sum non-recurring compensation for each year of the three year term
- Increase tuition reimbursement to $250 per unit
- $1,500 annual education incentive for possession of a Master's degree or above.

- Provide 8 additional hours of floating holiday time in recognition of Cesar Chavez day
- Convert the existing 2% Management Incentive Pay to base salary

FISCAL ANALYSIS:

The estimated on-going annual cost of this agreement will be $184,000 in the first year, $306,000 in the second year and $432,000 in the third year. There is an estimated additional cost of $60,000 in each year for the lump-sum compensation that will not continue after the expiration of the MOU. Approximately eighty percent (80%) of these costs will be paid by the General Fund, with the balance to enterprise or special funds.

ATTACHMENTS:

1. Proposed Resolution with Memorandum of Understanding

MOTION:

That the City Council:

Adopt a resolution approving a three (3) year Memorandum of Understanding between the City and the Culver City Management Group for the period of July 1, 2014 through June 30, 2017.