

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

Meeting Date: 07/13/15		Item Number: <u>C-12</u>	
CITY COUNCIL AGENDA ITEM: Adoption of a Resolution Approving a Side Letter of Agreement with the Culver City Fire Management Group			
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 (07/08/15); Culver City Fire Management Group (07/08/15).			
Department Approval: Serena Wright (07/06/15)		City Attorney Approval: Carol Schwab (by H. Baker) (07/06/15)	
Chief Financial Officer Approval: Jeff Muir (07/07/15)		City Manager Approval: John M. Nachbar (07/07/15)	

RECOMMENDATION:

Staff recommends the City Council adopt a resolution approving a side letter of agreement with the Culver City Fire Management Group (CCFMG).

BACKGROUND:

The City Council recently adopted a Resolution which approved a Memorandum of Understanding (MOU) with the CCFMG. The California Public Employees Retirement System (CalPERS) has brought to our attention a clause in the adopted CCFMG MOU that needs to be amended in order to be compliant with CalPERS' regulations pertaining to reportable compensation.

DISCUSSION:

California Code of Regulations (CCR) 571 (a) identifies and defines the types of special compensation items that must be reported to CalPERS if they are provided for in a written labor agreement or policy. Chief Officer and Fire Marshal certificate pay has been included in the CCFMG MOU for over 10 years. This special compensation is provided as an educational incentive to fire employees for enhancing his or her ability to do their job. As currently stated in the MOU, employees must have one of the aforementioned certificates plus 10 years of fire suppression experience and an Associate of Arts degree or higher to be eligible for the special compensation.

According to CalPERS, agencies cannot attach a longevity requirement with an education incentive benefit. Staff is proposing to delete these requirements, as outlined in Attachment "A", from the MOU. This does not have a material effect as

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there are already similar prerequisites required by the State of California in order to be eligible to obtain these certificates.

Staff has met and conferred with CCFMG representatives over the proposed changes.

FISCAL ANALYSIS:

These proposed changes do not have a fiscal impact.

ATTACHMENTS:

Proposed Resolution.

MOTION:

That the City Council:

Adopt a Resolution Approving the Side Letter of Agreement with the Culver City Fire Management Group.