

City of Culver City, California
City Council Agenda Item Report

Meeting Date: 08/15/05		Item Number: <u>A-1</u>	
AGENDA ITEM: Consideration of a Resolution to Adopt a Four (4) Year Memorandum of Understanding with the Culver City Firefighters' Local 1927, AFL-CIO for the Period of January 1, 2005 through December 31, 2008 and Rescind Resolution No 2002-R001			
Contact Person/Dept.: Jack Hoffman, Jerry Fulwood, and 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 Firefighters' Local 1927 AFL-CIO on 8/10/05			
Department Approval: Jerry Fulwood 8/8/05		CAO Approval: Jerry Fulwood 8/10/05	
City Controller Approval: Marlee Chang 8/10/05			
<u>RECOMMENDATION</u> That the City Council adopt a Resolution approving a four (4) year Memorandum of Understanding (MOU) with the Culver City Firefighters' Local 1927, AFL-CIO for the period of January 1, 2005 through December 31, 2008 and Rescind Resolution No 2002-R001. <u>BACKGROUND</u> The previous four (4) year MOU with the Culver City Firefighters' Local 1927, AFL-CIO expired on December 31, 2004. After ten (10) months of negotiations, the City and the Culver City Firefighters' Local 1927, AFL-CIO have reached an agreement resulting in a four (4) year contract retroactive to January 1, 2005. The Firefighters' Association was led by their Chief Negotiator Rob Wexler and members included Fire Captains Rick Siler, Darryl Wells, Robert De La Puente, Mike Bowden, Fire Engineers Dave Gardner, Kevin Carlson and Ken Hoover and Firefighter Mike Nagy. The City's negotiation team was led by Chief Labor Negotiator Jack Hoffman and members included Chief Administrative Officer Jerry Fulwood, Fire Chief Jeff Eastman, City Controller Marlee Chang, Deputy Personnel Director Serena Wright and Council Sub-Committee members Steve Rose and Alan Corlin.			

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DISCUSSION

The MOU that is being presented to the City Council for adoption contains the following five (5) essential changes, along with the attached master revised contract:

- (1) Effective January 1, 2006, all employees in the Culver City Firefighters' Local 1927, AFL-CIO bargaining unit shall pay five percent (5%) of their monthly medical premiums.
- (2) A "Me-Too" clause which provides Firefighters' unit employees the option of accepting or rejecting any lower medical premium payment granted to any other recognized City bargaining unit.
- (3) Educational Incentive Pay which provides a percentage of the base monthly pay to the affected employees' dependent upon years of service with the Fire Department and accredited degree/units achieved.
- (4) Medical insurance opt-out provision up to \$350 per month with proof of another existing benefit plan.
- (5) 24 hours of paid training leave to attend job-related training.

FISCAL ANALYSIS

The net increased cost for the four year period of the MOU is within the fiscal parameters established by the City Council.

The City Controller has reviewed and approved this fiscal analysis.

ATTACHMENTS

Resolution with Master Memorandum of Understanding

MOTION

That the City Council:

Adopt the Resolution approving the four (4) year Memorandum of Understanding between the City and the Culver City Firefighters' Local 1927 AFL-CIO for the period of January 1, 2005 through December 31, 2008 and Rescind Resolution No 2002-R001.

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