

City of Culver City, California
Agenda Item Report

Meeting Date: 08/12/13		Item Number: C-7												
CITY COUNCIL AGENDA ITEM: Adoption of a Resolution Approving Salary Schedules for Public Safety Employees in Accordance with the Voter Approved Salary Initiative Ordinance														
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: (E-Mail) Agenda and Meetings – City Council (08/06/13); Culver City Police Management Group (08/06/13); Culver City Fire Management Group (08/06/13); Culver City Police Officers' Association (08/06/13); Culver City Firefighters' Association (08/06/13)														
Department Approval: Serena Wright (08/02/13)		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 the City Council adopt a resolution approving salary schedules for public safety employees in accordance with the voter approved Salary Initiative Ordinance. <u>BACKGROUND:</u> The Salary Initiative Ordinance adopted by Culver City voters in 1953, and subsequently amended in 1983, provides that base salary rates for police and fire safety employees be adjusted by an average of the percentage increase received by the City of Los Angeles and the County of Los Angeles. <u>DISCUSSION:</u> <i>City of Los Angeles</i> In 2011, the City of Los Angeles approved contracts with their public safety employees which included the following cost of living adjustments (COLA) that were subsequently adopted by the Culver City City Council (CC): <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"><thead><tr><th style="padding: 5px;">Effective Date</th><th style="padding: 5px;">LA COLA</th><th style="padding: 5px;">CC Increase</th><th style="padding: 5px;">Group/Approved by CC</th></tr></thead><tbody><tr><td style="padding: 5px;">9/1/11</td><td style="padding: 5px;">3%</td><td style="padding: 5px;">1.5%</td><td rowspan="2" style="padding: 5px;">• Firefighters: 12/12/11</td></tr><tr><td style="padding: 5px;">7/1/12</td><td style="padding: 5px;">1%</td><td style="padding: 5px;">.5%</td></tr></tbody></table>				Effective Date	LA COLA	CC Increase	Group/Approved by CC	9/1/11	3%	1.5%	• Firefighters: 12/12/11	7/1/12	1%	.5%
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1/1/13	2%	1.0%	• Fire Management: 12/5/11
7/1/13	1%	.5%	
11/1/13	1%	.5%	
3/1/14	2%	1.0%	• Police Officers: 11/7/11
			• Police Management: 11/11/11

County of Los Angeles

Recently, the County of Los Angeles approved contracts with their safety employees which included the following cost of living adjustments:

Effective Date	LA COLA	CC Increase
7/1/13	2%	1%
7/1/14	2%	1%
1/1/15	2%	1%

The item before you tonight is a recommendation from staff that the City Council adopt a resolution approving salary schedules for public safety employees that include the recent COLA's approved by the County of Los Angeles in accordance with the City's voter approved Salary Initiative Ordinance.

FISCAL ANALYSIS:

The current approximate total cost of a 1% salary increase for each safety group is represented in the table below:

Police Officers Association	\$146,000
Police Management	\$30,000
Fire Fighters Association	\$100,000
Fire Management	\$15,500

The 1% increase due as a result of the County of Los Angeles agreement effective 7/1/13 will be offset by a 1% decrease in certificate pays for all Culver City safety groups. The additional County raises on 7/1/14 and 1/1/15 may be fully or partially offset by remaining certificate pay reductions that were previously negotiated.

ATTACHMENTS:

1. Proposed Resolution with Exhibit A

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Agenda Item Report

MOTION:

That the City Council:

Adopt a resolution approving salary schedules for public safety employees in accordance with the City's voter approved Salary Initiative Ordinance.