

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

Meeting Date: 06/22/2015		Item Number: <u>C-9</u>	
CITY COUNCIL AGENDA ITEM: Adoption of a Resolution Approving a Memorandum of Understanding with the Culver City Police Management Group for the Period of July 1, 2015 through December 31, 2020			
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 (06/18/15); Culver City Police Management Group (06/16/15)			
Department Approval: Serena Wright (06/15/15)		City Attorney Approval: Carol Schwab (by H. Baker) (06/17/15)	
Chief Financial Officer Approval: Jeff Muir (by M. Noller) (06/17/15)		City Manager Approval: John M. Nachbar (06/17/15)	
<u>RECOMMENDATION:</u> Staff recommends the City Council adopt a resolution approving a Memorandum of Understanding with the Culver City Police Management Group for the period of July 1, 2015 through December 31, 2020. <u>BACKGROUND:</u> The Memorandum of Understanding (MOU) with the Culver City Police Management Group (PMG) expires on December 31, 2015. The City and PMG agreed to commence negotiations prior to the December 31, 2015 expiration date. Those negotiations have concluded, and the City and PMG have reached a tentative agreement. <u>DISCUSSION:</u> The MOU that is being presented to the City Council for consideration and recommended approval includes the following essential changes: • Provide 3% Patrol Premium for Police Lieutenants • Provide 5% Bilingual Pay for Police Lieutenants • Increasing Special Compensation by .5% • Increase annual Uniform Allowance by \$110 • Increase the annual Physical Wellness benefit by \$100			

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- Increase annual sick leave accrual by 8 hours
- Increase Administrative Leave by 6 hours per fiscal year
- Establish the newly defined Assistant Police Chief classification salary at Police Captain + 15%
- Provide education incentive pay as follows:
 - BA/BS - \$100/per pay period
 - MA/MS - \$200/per pay period
- Establish longevity pay as follows:
 - 10 years - \$192/per pay period
 - 15 years - \$308/per pay period
 - 20 years - \$423/per pay period
- Increase tuition reimbursement to \$250 per unit
- Increase on-duty death benefit to \$15,000
- Require employees to pay up to 5% of Employer CalPERS rate costs above 50%
- Update working conditions or procedural changes with de minimis or no fiscal impact.

FISCAL ANALYSIS:

The estimated additional on-going annual cost of this agreement (versus status quo) will be approximately \$379,000 per year. There are savings that will occur when the public safety employer retirement contribution rate rises above 50%. Each percentage picked up by the employees will result in approximately \$27,000 in savings to the City. The City's financial forecast estimates that public safety employer retirement contribution rates will reach 50% in Fiscal Year 2017/2018.

ATTACHMENTS:

Proposed Resolution

MOTION:

That the City Council:

Adopt a resolution approving a Memorandum of Understanding between the City and the Culver City Police Management Group for the period of July 1, 2015 through December 31, 2020.