

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

Meeting Date: 02/09/15		Item Number: <u>C-6</u>	
CITY COUNCIL AGENDA ITEM: Adoption of a Resolution Approving an Updated Salary Schedule for Miscellaneous City Employees and Implementing the Results of the 2014 Compensation Survey			
Contact Person/Dept.: Serena Wright, Director of Human Resources		Phone Number: (310) 253-5640	
Fiscal Impact: Yes ☒ No ☐		General Fund: Yes ☒ No ☐	
Public Hearing: ☐		Action Item: ☐ Attachments: ☒	
Commission Action Required: Yes ☐ No ☒		Date: _____	
Public Notification: (E-Mail) Agenda and Meetings – City Council (02/04/15); Culver City Employees Association (02/04/15); Culver City Management Group (02/04/15)			
Department Approval: Serena Wright (02/04/15)		City Attorney Approval: Carol A. Schwab (by H. Baker) (02/04/15)	
Chief Financial Officer Approval: Jeff Muir (by M. Noller) (02/04/15)		City Manager Approval: John M. Nachbar (02/04/15)	
<u>RECOMMENDATION:</u> Staff recommends the City Council adopt a resolution approving an updated Salary Schedule implementing the results of the 2014 Compensation Survey. <u>BACKGROUND:</u> Pursuant to the applicable provisions Culver City Municipal Code and the Civil Service Rules, the City Council awarded a contract to Public Sector Personnel Consultants (PSPC) in October 2013 to conduct a compensation survey for non-sworn classifications (2014 Salary Survey). The draft 2014 Salary Survey was completed in October, 2014. The draft 2014 Salary Survey reviewed 97 benchmark classifications and various data points including base salary, city paid health benefits, and pension contributions with comparable classifications within our 13-city labor market. Representatives from the Culver City Employees Association (CCEA) and the Culver City Management Group (CCMG) were provided with drafts of the survey. Input from each of the groups was received and incorporated, as appropriate, into the final 2014 Salary Survey. <u>DISCUSSION:</u> As stated in the Civil Service Rules, the purpose of a periodic salary survey is to ensure salaries being paid to City employees for similar work are comparable, fair and reasonable to those being paid by 13 other public employers included in the City's labor market.			

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In keeping with past practice, staff has prepared the attached proposed resolution which adjusts those salaries which were found to be 5% or more below the **average** salary indicated by the 2014 Salary Survey. Salaries meeting that criteria have been adjusted to the nearest full percentage point (rounded up).

FISCAL ANALYSIS:

Implementing the adjustments recommended by the results of the 2014 Salary Survey will result in a fiscal impact to the City. The table below illustrates the estimated annual increases by fund:

Fund	Estimated Annual Increase
General Fund (101)	\$ 105,434
Refuse Fund (202)	\$ 27,475
Transportation Fund (203)	\$ 8,713
Equipment Maintenance (308)	\$ 11,298
TOTAL	\$ 152,920

ATTACHMENTS:

Proposed Resolution with Exhibit A.

MOTIONS:

That the City Council:

Adopt a resolution approving updated Salary Schedules implementing the results of the 2014 Compensation Survey.