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WHEREAS, the Culver City Fire Management Group employee representatives and City representatives have met and conferred and executed an amendment to Page 26 of Article Four Section I. F. 2. of the “Master” Memorandum of Understanding (“MOU”).

1. The amendment to Page 26 of Article Four Section I. F. 2. of the MOU, a copy of which is attached hereto as Attachment "A" and made a part hereof, is hereby effective on October 8, 2018 for the period of January 1, 2015 through December 31, 2019. This amendment shall replace and supersede to Page 26 of Article Four Section I. F. 2. of the existing MOU.

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1 2. The Chief Financial Officer and the City Manager are hereby
2 authorized to adjust the budget and the records of employees necessary to pay the
3 salaries and costs related to the terms of the amended Master Memorandum of
4 Understanding.

5 APPROVED and ADOPTED this _____ day of _____ 2018.
6
7

8 _____
9 THOMAS AUJERO SMALL, MAYOR
10 City of Culver City, California

11 ATTEST:
12

13 APPROVED AS TO FORM:
14 _____
15 CAROL A. SCHWAB, City Attorney

16 _____
17 JEREMY GREEN, City Clerk

18 A18-00675
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SIDE LETTER OF AGREEMENT

between

CITY OF CULVER CITY

and

CULVER CITY FIRE MANAGEMENT GROUP

Representatives of the City of Culver City ("City") and the Culver City Fire Management Group ("FMG") (collectively "Parties") have met and conferred and reached agreement on this Side Letter of Agreement to the 2015 – 2019 Memorandum of Understanding ("MOU"). This Side Letter of Agreement is not intended to supersede any of the other terms and conditions of employment contained in the MOU unless specifically mentioned herein. The following provisions of this Side Letter of Agreement represent the complete mutual understanding and consent of both parties.

1. Article Four Section I. F. 2. is amended as specified in Attachment "A" attached hereto
2. This Side Letter of Agreement shall be incorporated into and made part of the parties' MOU.

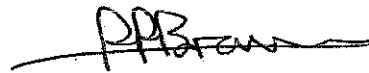
This Side Letter of Agreement is executed on September 18, 2018.

FOR THE CITY:



John M. Nachbar, City Manager

FOR FMG:



Mike Nagy, President

ATTACHMENT "A"

ARTICLE FOUR SUPPLEMENTAL BENEFITS

I. RETIREMENT

F. ADDITIONAL COST SHARING

The employer contribution rate is established and adjusted annually by the CalPERS Board. In FY 14-15, the Culver City employer safety contribution rate is 39.23%.

1. Effective beginning January 1, 2015, through December 31, 2017, if the City's employer contribution rate exceeds 50%, unit employees shall pay one half of such amount in excess of 50%, up to a maximum of 5%, pursuant to CA Gov't Code §20516(f).
2. Effective beginning January 1, 2018, in the event the City's employer contribution rate exceeds 50%, unit employees' pay one half of such amount in excess of 50%, up to a maximum of 5%, ~~as follows: the first 3% shall be allocated to the "employee" contribution rate and the next 2% to the "employer" contribution rate per~~ pursuant to CA Gov't Code §20516(f).
3. Unit employees shall have no responsibility to pick up any portion of the City's employer rate in excess of 50% attributable to elective actions by the City that has the effect of increasing the employer contribution rate (e.g., voluntarily modifying or shortening amortization periods, accelerating payments of unfunded liabilities, etc.).