



City of Culver City

Staff Report Details (With Text)

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On agenda: 9/27/2021 **Final action:**

Title: CC - Adoption of Resolutions Adopting and Approving (1) a Two-Year Memorandum of Understanding with the Culver City Employees Association and Related Classification and Salary Plan; (2) a Two-Year Memorandum of Understanding with the Culver City Management Group and Related Classification and Salary Plan; and (3) an Amended Executive Compensation Plan and Related Classification and Salary Plan

Sponsors:

Indexes:

Code sections:

Attachments: 1. CCEA Reso_092721.pdf, 2. CCMG Reso_092721.pdf, 3. Exec Reso_092721.pdf

Date	Ver.	Action By	Action	Result
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CC - Adoption of Resolutions Adopting and Approving (1) a Two-Year Memorandum of Understanding with the Culver City Employees Association and Related Classification and Salary Plan; (2) a Two-Year Memorandum of Understanding with the Culver City Management Group and Related Classification and Salary Plan; and (3) an Amended Executive Compensation Plan and Related Classification and Salary Plan

Meeting Date: September 27, 2021

Contact Person/Dept: Serena Wright-Black/Administrative Services
Onyx Jones/Finance

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Fiscal Impact: Yes No **General Fund:** Yes No

Public Hearing: **Action Item:** **Attachments:**

Commission Action Required: Yes No

Public Notification: (E-Mail) Meetings and Agendas - City Council (09/22/2021); (Email) - Culver City Employees Association (09/22/2021); Culver City Management Group (09/22/2021)

Department Approval: John M. Nachbar, City Manager (09/21/2021)

RECOMMENDATION

Staff recommends the City Council adopt resolutions adopting and approving (1) a two-year Memorandum of Understanding with the Culver City Employees Association and related Classification and Salary Plan; (2) a two-year Memorandum of Understanding with the Culver City Management Group and related Classification and Salary Plan; and (3) an amended Executive Compensation Plan and related Classification and Salary Plan.

BACKGROUND / DISCUSSION

There are six (6) recognized bargaining units within Culver City which represent City employees on matters pertaining to wages, hours, and other terms and conditions of employment. The Memoranda of Understanding (MOUs) with the Culver City Employees Association (CCEA) and the Culver City Management Group (CCMG) expired on July 1, 2021.

The City has been in active negotiation discussions with CCEA and CCMG since April 2021. The negotiation discussions have recently concluded, and tentative agreement has been reached.

The MOUs that are being presented to the City Council for consideration and recommended approval include the following essential changes:

Culver City Employees Association (CCEA)

- Two-year term: (7/1/21 to 6/30/23)
- 5% cost-of-living adjustment
- Increase longevity pay as follows:
 - 5 years - from \$0 to \$3000
 - 10 years - from \$2100 to \$5000
 - 15 years - from \$3300 to \$7000
 - 20 years - from \$5700 to \$9000
 - 25 years - from \$7200 to \$11000
- Provide five percent (5%) special compensation to employees who hold an American Institute of Certified Planners (AICP) certificate
- Convert certain regular part-time employees to full-time
- Convert 9 hours administrative leave to floating holiday hours in recognition of Juneteenth
- Provide additional compensation to employees who provide training for City employees to obtain a commercial driver license and Vehicle Transit Training (VTT) certificate

Culver City Management Group (CCMG)

- Two-year term: (7/1/21 to 6/30/23)
- 5% cost-of-living adjustment
- Increase longevity pay as follows:
 - 5 years - from \$0 to \$3000
 - 10 years - from \$2100 to \$5000

- 15 years - from \$3300 to \$7000
- 20 years - from \$5700 to \$9000
- 25 years - from \$7200 to \$11000
- Provide five percent (5%) special compensation to employees who possess certain certificates
Increase IT/Cellphone allowance from \$37.50 to \$60 per pay period
- Convert 9 hours administrative leave to floating holiday hours in recognition of Juneteenth

Executive Compensation Plan

- 5% cost-of-living adjustment
- Increase longevity pay as follows:
 - 5 years - from \$0 to \$3000
 - 10 years - from \$2100 to \$5000
 - 15 years - from \$3300 to \$7000
 - 20 years - from \$5700 to \$9000
 - 25 years - from \$7200 to \$11000
- Provide five percent (5%) special compensation to employees who possess certain certificates
- Add 9 hours floating holiday hours in recognition of Juneteenth

FISCAL ANALYSIS

The estimated additional ongoing cost of the proposed MOUs and Executive Compensation Plan versus status quo over the next two years will be \$4,015,000. The General Fund share of this increase is approximately 56% (\$2.2M). There is currently \$660,000 budgeted in the FY 2021/2022 General Fund Budget. The remaining \$1.6M in the General Fund and \$1.755M in Other Funds will be budgeted into the proper general ledger accounts during the FY 2021/2022 Mid-Year Budget Process.

The cost breakdown is as follows:

CCEA	\$ 2,910,000	7.1% Increase
CCMG	\$ 920,000	6.3% Increase
EXEC	\$ 185,000	5.8% Increase

ATTACHMENTS

1. Proposed Resolution and Exhibit A (Master Memorandum of Understanding with the Culver City Employees Association) and Exhibit B (Classification and Salary Plan)
2. Proposed Resolution and Exhibit A (Master Memorandum of Understanding with the Culver City Management Group) and Exhibit B (Classification and Salary Plan)

3. Proposed Resolution and Exhibit A (Amended Executive Compensation Plan) and Exhibit B (Classification and Salary Plan)

MOTION

That the City Council:

1. Adopt a resolution adopting and approving a Two (2) Year Memorandum of Understanding with Culver City Employees Association and related Classification and Salary Plan; and
2. Adopt a resolution adopting and approving a Two (2) Year Memorandum of Understanding with Culver City Management Group and related Classification and Salary Plan; and
3. Adopt a resolution adopting and approving an amended Executive Compensation Plan and related Classification and Salary Plan.