



# City of Culver City

## Staff Report

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### CC - Adoption of a Resolution Approving Salary Schedules for Police Safety Employees in Accordance with the Salary Initiative Ordinance

**Meeting Date:** October 14, 2019

**Contact Person/Dept:** Serena Wright-Black/Administrative Services

**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) Meetings and Agendas - City Council (10/09/19); Culver City Police Management Group (10/09/19); Culver City Police Officers Association (10/09/19)

**Department Approval:** Serena Wright-Black, Assistant City Manager (10/03/19)

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### RECOMMENDATION

Staff recommends the City Council adopt a resolution approving salary schedules for the police safety employees in accordance with the Salary Initiative Ordinance.

### BACKGROUND

The Salary Initiative Ordinance initially adopted by the Culver City electorate in 1953, and subsequently amended in 1983, requires that the City Council adjust salaries for its sworn police and fire employees by an average increase of base salaries provided by the City and/or County of Los Angeles. On August 27, 2019, the City Council for the City of Los Angeles approved a new 3-year contract with the Los Angeles Police Department effective August 1, 2019.

### DISCUSSION

All agencies that are members of CalPERS are required to ensure that pay schedules are publicly adopted and available as prescribed by the California Code of Regulations, Title 2, §570.5 and §571

(b). "Publicly available" is defined as posted at the employer's office or immediately accessible and available for public review. Placing the adopted pay schedules on the employer's internet website meets this requirement.

As mentioned above, the City of Los Angeles recently approved a successor Memorandum of Understanding that includes the following cost of living adjustments. Base salaries for Culver City sworn police safety employees (CCPD) are required to be adjusted by the average.

<u>Effective Date</u>	<u>COLA provided by LA City</u>	<u>Adjustment to be provided to CCPD</u>
9/1/19	4.50%	2.25%
7/5/20	1.50%	0.75%
1/17/21	3.25%	1.625%
1/16/22	3.00%	1.50%
6/16/22	1.50%	0.75%

**FISCAL ANALYSIS**

The estimated amount for the 2.25% increase in FY 2019/2020 for each bargaining group is:

- Culver City Police Officers Association: \$225,600 (10 months)
- Culver City Police Management Group: \$48,000 (10 months)

This increase was a larger increase than what was anticipated at the time of budget adoption and was not included in the requested personnel costs for FY 2019/2020. There is the potential of using Police Safety salary savings to offset this amount in the current fiscal year. A more detailed analysis will be done at mid-year, and if necessary, a budget amendment will be included at that time.

All future salary increases shown under the Discussion section of this report will be included with subsequent budgets in the year they become effective.

**ATTACHMENTS**

1. 2019-10-14\_ATT - Resolution Police SIO 2019

**MOTION**

That the City Council:

Adopt a Resolution approving salary schedules for police safety employees in accordance with the Salary Initiative Ordinance.