



# City of Culver City

## Staff Report

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**File #:** 20-698, **Version:** 1

**Item #:** C-6.

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**CC - Adoption of Resolutions: (1) Approving Salary Schedules for Fire Safety Employees in Accordance with the Salary Initiative Ordinance; and (2) Approving the Salary Schedule for Miscellaneous Employees Reflecting the Addition of a Temporary Occupancy Specialist Position**

**Meeting Date:** February 10, 2020

**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 (02/04/20); Culver City Fire Management Group (02/04/20); Culver City Firefighters' Association (02/04/20)

**Department Approval:** Serena Wright-Black, Assistant City Manager (02/03/20)

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### **RECOMMENDATION**

Staff recommends the City Council adopt resolutions: (1) approving salary schedules for fire safety employees in accordance with the Salary Initiative Ordinance; and (2) approving the salary schedule for miscellaneous employees reflecting the addition of a temporary Occupancy Specialist position.

### **BACKGROUND**

The Salary Initiative Ordinance initially adopted by the Culver City electorate in 1953, and subsequently amended in 1983, require 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. The City Council for the City of Los Angeles recently approved a new 3-year contract with the Los Angeles City Fire Department effective retroactive to July 1, 2019.

On December 9, 2019 City Council approved a budget amendment associated with the Interim Rent Control Ordinance. The approval included the addition of a temporary Occupancy Specialist position

within the Housing Division in order to assist with the implementation of the interim Ordinance.

**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.

The budget amendment approved by City Council on December 9, 2019 did not include the salary schedule to reflect the addition of the temporary Occupancy Specialist position. In order to ensure complete compliance with CalPERS, City Council is being requested to formally adopt a resolution to include this position.

In addition, as mentioned above, the City of Los Angeles recently approved a successor Memorandum of Understanding that included Special Wage Adjustments to increase the base wages by 4.5% in recognition of the significant reduction to additional compensation associated with Emergency Medical Technician pay, effective January 12, 2020. Base salaries for Culver City sworn fire safety employees (CCFD) are required to be adjusted by the average.

<b>Effective Date</b>	<b>COLA provided by LA City</b>	<b>Adjustment to be provided to CCFD</b>
1/12/20	4.50%	2.25%

**FISCAL ANALYSIS**

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

- Culver City Fire Firefighters: \$104,000 (6 months)
- Culver City Fire Management Group: \$16,000 (6 months)

This increase is larger than what was anticipated at the time of budget adoption and was not included in the requested personnel costs for FY 2019/2020. A more detailed analysis will be done at mid-year and a budget amendment will be included at that time.

**ATTACHMENTS**

1. 2020-02-10\_ATT - Proposed Resolution for Fire Safety Employees with Exhibit A
2. 2020-02-10\_ATT - Proposed Resolution for Temporary Occupancy Specialist Position with Exhibit A

**MOTION**

That the City Council:

1. Adopt a Resolution approving salary schedules for fire safety employees in accordance with the Salary Initiative Ordinance; and
2. Adopt a Resolution approving a salary schedule for miscellaneous employees reflecting the addition of a temporary Occupancy Specialist position.