



# City of Culver City

## Staff Report

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Item #: A-5.

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**CC - Adoption of a Resolution Approving a Letter of Agreement with the Culver City Employees Association Pertaining to the Outsourcing of Jail Services (Subject to Approval of G4S Secure Solutions Agreement to Operate and Manage the Culver City Jail)**

**Meeting Date:** August 24, 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

**Public Notification:** (E-Mail) Meetings and Agendas - City Council (08/20/2020); (Email) Meetings and Agendas - Culver City Employees Association (08/20/2020)

**Department Approval:** Serena Wright-Black, Assistant City Manager (08/05/2020)

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### **RECOMMENDATION**

If the City Council approves an agreement with G4S Secure Solutions (per a separate agenda item), staff recommends the City Council adopt a resolution approving a side letter of agreement with the Culver City Employees Association pertaining to the outsourcing of jail services.

### **BACKGROUND / DISCUSSION**

As required by law, the California Board of State and Community Corrections (BSCC) conducted their biennial inspection of the Culver City Police Department Jail facility in early 2018. The inspection consisted of a review of policies, procedures, facility compliance, and staffing. BSCC's final inspection report found deficiencies in the personnel resources allocated to the jail facility. To bring the staffing level up to an acceptable level would require hiring an additional six employees, resulting in increased salary, benefit and pension costs to the City.

After evaluating the costs and required resources associated with increasing internal staffing at

various levels and job classifications, and comparing it to proposals received to outsource the service to a private contractor, the Police Department determined that it could achieve greater operational efficiency at a lower cost by contracting for the service. California Government Code 3500 et seq., known as the Meyers-Milias-Brown Act (MMBA), requires public agencies to have good faith negotiations with recognized bargaining units on specific mandatory subjects, namely wages, hours, and other terms and conditions of employment. Transferring work out of a bargaining unit requires negotiations of the decision and the effects of that decision.

In August 2018 City staff began negotiating with Culver City Employees Association, the bargaining unit that represents employees who would be affected by the decision to outsource jail services.

The City and bargaining unit representatives have negotiated an agreement to address the effects of those employees who would be impacted, should the City Council approve outsourcing jail services. The negotiated letter of agreement is included as Exhibit A to the proposed Resolution (Attachment 1).

### **FISCAL ANALYSIS**

There is no fiscal impact associated with the adoption of the Resolution.

### **ATTACHMENTS**

1. 20-08-24\_ATT\_Proposed Resolution Approving CCEA LOA

### **MOTION**

That the City Council:

Adopt a Resolution approving a Letter of Agreement with the Culver City Employees Association Pertaining to the outsourcing of jail services (if the City Council approves an agreement with G4S Secure Solutions to operate and manager the Culver City Jail).