



City of Culver City

Staff Report

File #: 21-653, Version: 1

Item #: C-9

CC - Adoption of a Resolution Approving a Letter of Agreement Revising the July 1, 2019 - June 30, 2022 Memorandum of Understanding between the City of Culver City and the Culver City Police Officers' Association

Meeting Date: February 8, 2021

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 (02/04/2021); (Email) Meetings and Agendas - Culver City Police Officers' Association (02/02/2021)

Department Approval: Serena Wright-Black, Assistant City Manager (02/01/2021)

RECOMMENDATION

Staff recommends the City Council adopt a resolution approving a side letter of agreement revising the July 1, 2019 - June 30, 2022 Memorandum of Understanding (MOU) between the City of Culver City and the Culver City Police Officers' Association (POA).

BACKGROUND / DISCUSSION

The current POA MOU provides members with the ability to cash out unused holiday in-lieu accruals in accordance with the Internal Revenue Service (IRS) doctrine of constructive receipt. The negotiated agreement required POA members to submit a form to Human Resources notifying of the decision to cash out. If a member failed to submit such form, the default was to cash out up to the maximum unused annual allowance. The revised provision will no longer require a POA member to submit a form if they elect not to take advantage of the annual cash out option.

In addition, during FY 19-20 City Council allocated funding to the Police Department to assist with recruitment efforts of lateral police officers. The POA MOU has been revised to document the

incentive and referral program.

FISCAL ANALYSIS

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

ATTACHMENTS

1. Proposed Resolution with Exhibit A

MOTION

That the City Council:

Adopt a Resolution Approving a side letter of agreement revising the July 1, 2019 - June 30, 2022 Memorandum of Understanding (MOU) between the City of Culver City and the Culver City Police Officers' Association (POA).