



# City of Culver City

## Staff Report

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File #: 23-370, Version: 1

Item #: C-11.

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**CC - CONSENT ITEM: Adoption of a Resolution Approving a Three (3) Year Memorandum of Understanding with the Culver City Firefighters Association for the Period of July 1, 2022 through June 30, 2025**

**Meeting Date:** November 14, 2022

**Contact Person/Dept:** Dana Anderson/Human Resources Department

**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 (11/09/2022); Firefighters' Association (11/09/2022)

**Department Approval:** Onyx Jones, Assistant City Manager (11/03/2022)

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### RECOMMENDATION

Staff recommends the City Council adopt a resolution approving a three (3) year Memorandum of Understanding with the Culver City Firefighters Association for the period of July 1, 2022 through June 30, 2025.

### BACKGROUND/DISCUSSION

The Memorandum of Understanding (MOU) with the Culver City Firefighters Association expired on June 30, 2022. The negotiation discussions have concluded, and the City and FFA have reached a tentative agreement, which is being brought forward to City Council for consideration.

The MOU that is being presented to the City Council for consideration and recommended approval include the following essential changes effective July 1, 2022:

- Increase EMT Certificate Pay by 5%, with the new amount being 12%
- Increase Paramedic Assignment Pay by 5% for Firefighters maintaining a State of

California Paramedic license and L.A. County Department of Health Services Paramedic Certification

- Increase Paramedic Certification Pay by 5% for Captains and Engineers maintaining required State of California paramedic licenses and L.A. County Department of Health Services Paramedic Certification
- Additional increase to EMT Certificate Pay with offset for SIO increases up to 7.5%
- Increase City's match of employee contributions to RHS Trust to \$75 per pay period

The following essential changes will be effective full pay period including July 1, 2023:

- Increase Paramedic Assignment Pay by 1.75% for Firefighters maintaining required State of California paramedic licenses and L.A. County Department of Health Services Paramedic Certification
- Increase Paramedic Certification Pay by 1.75% for Captains and Engineers maintaining required State of California paramedic licenses and L.A. County Department of Health Services Paramedic Certification

The following essential changes will be effective full pay period including July 1, 2024:

- Increase Paramedic Assignment Pay by 1.5% for Firefighters maintaining required State of California paramedic licenses and L.A. County Department of Health Services Paramedic Certification
- Increase Paramedic Certification Pay by 1.5% for Captains and Engineers maintaining required State of California paramedic licenses and L.A. County Department of Health Services Paramedic Certification

## **FISCAL ANALYSIS**

The additional average annual ongoing cost of this agreement is approximately \$331,736 or 2.97% increase per year.

## **ATTACHMENTS**

1. 2022-11-14 - ATT 1 Proposed Resolution
2. Exhibit "A", Master Memorandum of Understanding

## **MOTION**

That the City Council:

Adopt a Resolution approving a Three (3) Year Memorandum of Understanding with the Culver City Firefighters Association for the Period of July 1, 2022 through June 30, 2025.

