



# City of Culver City

## Staff Report

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File #: 23-382, Version: 1

Item #: C-13.

**CC - CONSENT ITEM: Adoption of a Resolution Approving a Three (3) Year Memorandum of Understanding with the Culver City Fire Management Group 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); Fire Management Group (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 Fire Management Group (FFA) for the period of July 1, 2022, through June 30, 2025.

### **BACKGROUND/DISCUSSION**

The Memorandum of Understanding (MOU) with the Culver City Fire Management Group 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 Paramedic Certificate Pay by 8%

- Increase EMT Certificate Pay by 5%
- Increase City's match of employee contributions to RHS Trust to \$75 per pay period
- Increase In-Lieu Pay for the Fire Chief, Assistant Fire Chief, and the Fire Marshall with the following accrual rates:
  - Bi-weekly = 4 hours
  - Monthly = 8.67 hours
  - Annual = 104 hours
  - Maximum Accrual Balance = 144 hours
- Increase Education Incentive Pay as follows:
  - Associates Degree to \$125 per pay period
  - Bachelor's Degree to \$250 per pay period
  - Master's Degree to \$400 per pay period
- Increase Uniform Allowance to \$1,490 per year
- Increase Vacation Accrual Rates as follows:
  - 56-hour employees will receive 242 hours
  - 40-hour employees will receive 162 hours
- FMG will be eliminating the Wellness benefit from the Fire Management MOU

## **FISCAL ANALYSIS**

The additional average annual ongoing cost of this agreement is approximately \$72,530 or 3.33% increase per year.

## **ATTACHMENTS**

1. 2022-11-14 - ATT 1 Proposed Resolution and
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 Fire Management Group for the Period of July 1, 2022, through June 30, 2025.