



City of Culver City

Staff Report

File #: 23-857, **Version:** 1

Item #: C-9

CC - CONSENT ITEM: (1) Adoption of a Resolution Approving Salary Schedules for Fire Safety Employees Effective July 1, 2022; (2) Adoption of a Resolution Approving Revised Salary Schedules for Fire Safety Employees Effective January 1, 2023

Meeting Date: April 24, 2023

Contact Person/Dept.: Stephanie Condran/Human Resources
Phone Number: 310-252-5640

Fiscal Impact: Yes No **General Fund:** Yes No

Attachments: Yes No

Commission Action Required: Yes No

Public Notification: (E-Mail) Meetings and Agendas - City Council (04/19/20/23)

Department Approval: Dana Anderson, Director of Human Resources (04/12/2023)

RECOMMENDATION

Staff recommends the City Council (1) adopt a resolution approving salary schedules for Fire Safety employees retroactively effective July 1, 2022, in accordance with the Salary Initiative Ordinance; and (2) adopt a resolution approving revised salary schedules for Fire Safety employees retroactively effective January 1, 2023, in accordance with the Salary Initiative Ordinance.

BACKGROUND/DISCUSSION

Fire Safety Salary Schedule

The Salary Initiative Ordinance, initially adopted by the Culver City electorate in 1953, and subsequently amended in 1983, requires 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. On April 4, 2023, the Los Angeles County Board of Supervisors approved a tentative agreement for a successor Memorandum of Understanding (MOU) for the County of Los Angeles Fire Department retroactively effective July 1, 2022.

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.

As mentioned above, the County of Los Angeles recently approved a successor Memorandum of Understanding that includes the following cost of living adjustment. Base salaries for Culver City sworn fire safety employees (CCFD) are required to be adjusted by the average.

<u>Effective Date</u>	<u>COLA provided by LA County</u>	<u>Adjustment to be provided to CCFD</u>
07/01/2022	5.50%	2.75%

Because it is retroactive to July 1, 2022, the cost-of-living adjustment for Fire Safety employees that was approved in the County of Los Angeles successor Memorandum of Understanding will affect the CCFD Salary Schedule that took effect on January 1, 2023. Los Angeles City Fire Safety employees received a base salary increase of 4.5% effective January 1, 2023. On January 23, 2023, in accordance with the SIO, City Council adopted Resolution 23-R010 approving a CCFD Salary Schedule that included a 2.25% cost-of-living increase effective January 1, 2023. The base salary increases included in that salary schedule must be adjusted to reflect the 2.75% increase retroactively effective on July 1, 2022, resulting from the new cost of living adjustment provided by the County of Los Angeles. The revised CCFD salary schedule effective January 1, 2023 is included in Attachment 2.

FISCAL ANALYSIS

The estimated annual costs of the salary increase are as follows:

Fiscal Year 2022-2023 = \$335,265

Fiscal Year 2023-2024 = \$353,960

Fiscal Year 2024-2025 = \$363,690

The Revised Budget for Fiscal Year 2022-2023 includes sufficient funding for the increase in the current fiscal year. The amounts for future years will be included in future fiscal year budgets.

ATTACHMENTS

2023_04-24-ATT 1_Fire Resolution and Salary Schedule effective July 1, 2022

2023-04_24_ATT 2_Fire Resolution and Salary Schedule effective January 1, 2023

MOTIONS

That the City Council:

1. Adopt a resolution approving salary schedules for fire safety employees retroactively effective July 1, 2022, in accordance with the Salary Initiative Ordinance; and
2. Adopt a resolution approving revised salary schedules for fire safety employees retroactively effective January 1, 2023, in accordance with the Salary Initiative Ordinance.