



# City of Culver City

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## Staff Report Details (With Text)

**File #:** 16-298      **Version:** 1      **Name:**  
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**File created:** 10/4/2016      **In control:** City Council Meeting Agenda  
**On agenda:** 10/10/2016      **Final action:**  
**Title:** CC - Adoption of a Resolution Approving a Letter of Agreement with the Culver City Employees Association Pertaining to Consolidation of Emergency Dispatch Services.

**Sponsors:**

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**Attachments:** 1. 2016-10-10\_CCEA LOA Reso - FINAL.pdf

Date	Ver.	Action By	Action	Result
10/10/2016	1	City Council Meeting Agenda		

**CC - Adoption of a Resolution Approving a Letter of Agreement with the Culver City Employees Association Pertaining to Consolidation of Emergency Dispatch Services.**

**Meeting Date:** October 10, 2016

**Contact Person/Dept:** Serena Wright-Black/Human Resources  
**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 (10/04/16); Culver City Employees Association (10/04/16)

**Department Approval:** Serena Wright-Black, Director of Administrative Services (10/4/16)

### RECOMMENDATION

Staff recommends the City Council adopt a resolution approving a side letter of agreement with the Culver City Employees Association pertaining to consolidation of emergency dispatch services.

### BACKGROUND

In February 2015 the Fire and Police Departments contracted to have an assessment conducted of the Communications Center. One of the recommended options that resulted from the assessment, and that is ultimately being recommended by staff, is to consolidate services with the South Bay Regional Public Communications Center (also referred to as "RCC").

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, terms and conditions of employment. Transferring work out of a bargaining unit requires negotiations of the decision and negotiating the effects of that decision.

In January 2015 City staff began negotiating with the bargaining unit, Culver City Employees Association, which represents employees who would be affected by the decision to consolidate services with RCC.

## **DISCUSSION**

After meeting for several months, the City and bargaining unit representatives have negotiated an agreement to address those employees that would be impacted should the City Council approve the consolidation of emergency dispatch services with RCC. A summary of that agreement, as specified in the attached letter of agreement, include:

- Employees within the classification of Safety Services Communications Operator would be offered:
  - to continue employment with Culver City in a vacant, budgeted position; or
  - to transfer to RCC in a similar employment capacity, with a comparable compensation package; or
  - an early retirement incentive benefit; or
  - a severance package consisting of one-week of base pay/benefits for each year of City service.

## **FISCAL ANALYSIS**

At the present time, it is anticipated that four employees will continue employment with Culver City, three employees will take the early retirement incentive, and four employees will transfer to RCC. For the employees remaining with the City, there will be no fiscal impact as they will be assigned to vacant positions that are already in the budget. The employees transferring to RCC will only have a minor fiscal impact for payout of their accrued leave balances, described further below. The cost of the early retirement incentive will be factored into future CalPERS employer rates, over a period of twenty years. The estimated increase to the Miscellaneous employees contribution rate for the three individuals electing the early retirement incentive will be approximately 0.0001%, resulting in an approximate annual cost of \$3,300 per year for twenty years. Finally, the agreement reached with CCEA provides that any employees that separate from the City (either through transfer to RCC or retirement) shall be paid 100% of the value of their accrued leave balances regardless of years of service, resulting in approximately \$25,000 of additional costs

## **ATTACHMENTS**

1. Proposed Resolution with Exhibit A

## **MOTION**

That the City Council:

Adopt a Resolution Approving a Letter of Agreement with the Culver City Employees Association Pertaining to Consolidation of Emergency Dispatch Services.