



# City of Culver City

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## Staff Report Details (With Text)

**File #:** 23-197      **Version:** 2      **Name:**  
**Type:** Resolution      **Status:** Consent Agenda  
**File created:** 9/13/2022      **In control:** City Council Meeting Agenda  
**On agenda:** 9/19/2022      **Final action:**  
**Title:** CC - CONSENT ITEM: Adoption of a Resolution Approving a Three (3) Year Memorandum of Understanding with the Culver City Police Officers' Association for the Period of July 1, 2022 through June 30, 2025  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. CCPOA MOU Reso 2022.pdf

Date	Ver.	Action By	Action	Result
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**CC - CONSENT ITEM: Adoption of a Resolution Approving a Three (3) Year Memorandum of Understanding with the Culver City Police Officers' Association for the Period of July 1, 2022 through June 30, 2025**

**Meeting Date:** September 19, 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 (09/14/2022); Police Officers' Association (09/15/2022)

**Department Approval:** Onyx Jones, Assistant City Manager (09/14/2022)

## RECOMMENDATION

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

## **BACKGROUND/DISCUSSION**

The Memorandum of Understanding (MOU) with the Culver City Police Officers' Association (POA) expired on June 30, 2022. The negotiation discussions have concluded, and the City and POA 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:

- Salary increases per the Salary Initiative Ordinance
- Agreed upon Salary Initiative Ordinance 4.375% offset
- Eliminate 5% Sergeant Longevity Pay and add 5% POST Supervisory Certificate Pay
- Increase Special Assignment Pay by 2%
- Add Education Incentive Pay for Associate (\$100 monthly), Bachelors (\$200 monthly), Master's degree (\$400 monthly)
- Add new 5-year Longevity Pay Tier (\$115.36 biweekly) and increase longevity pay
- Add 3% Police Sergeant Supervisory Premium
- Increase retiree medical employer contribution by \$50 per pay period
- Increase union association release time by 60 hours
- Update safety equipment procedural changes with minimal or no fiscal impact

## **FISCAL ANALYSIS**

The additional average annual ongoing cost of this agreement is approximately \$511,553 or 2.90% increase per year.

## **ATTACHMENTS**

1. 2022-09-19 - ATT 1 Proposed Resolution, including Master Memorandum of Understanding

## **MOTION**

That the City Council:

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