



City of Culver City

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Staff Report Details (With Text)

File #: 25-141 **Version:** 1 **Name:**

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File created: 7/29/2024 **In control:** City Council Meeting Agenda

On agenda: 8/26/2024 **Final action:**

Title: CC - CONSENT ITEM: (1) Adoption of a Resolution Approving the Revised Salary Schedule for Culver City Management Group Employees Effective Retroactive to July 1, 2024; and (2) Adoption of a Resolution Approving the Salary Schedule for City Manager Effective Retroactive to July 29, 2024.

Sponsors:

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Code sections:

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Date	Ver.	Action By	Action	Result
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CC - CONSENT ITEM: (1) Adoption of a Resolution Approving the Revised Salary Schedule for Culver City Management Group Employees Effective Retroactive to July 1, 2024; and (2) Adoption of a Resolution Approving the Salary Schedule for City Manager Effective Retroactive to July 29, 2024.

Meeting Date: August 26, 2024

Contact Person/Dept.: Stephanie Condran / Human Resources Department

Phone Number: (310) 253-5640

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

Attachments: Yes No

Public Notification: (E-Mail) Meetings and Agendas - City Council (08/21/2024)

Department Approval: Dana Anderson, Human Resources Director (08/19/2024)

RECOMMENDATION

Staff recommends the City Council (1) adopt a resolution approving the revised salary schedule for Culver City Management Group (CCMG) employees effective retroactive to July 1, 2024; and (2) adopt a resolution approving the salary schedule for City Manager effective retroactive to July 29, 2024.

BACKGROUND/DISCUSSION

During the June 10, 2024, City Council meeting, the City Council adopted the Budget for Fiscal Year 2024-2025 for the City of Culver City, the Successor Agency to the Culver City Redevelopment Agency, the Culver City Housing Authority, and the Culver City Parking Authority. The City Council also adopted a resolution approving salary schedules reflecting the 5% cost-of-living adjustment (COLA) for Miscellaneous employees, including members of the Culver City Employees' Association (CCEA), the Culver City Management Group (CCMG), and the Executive Group, effective July 1, 2024 per their respective Memoranda of Understanding (MOU). The new salary schedules also included the new Miscellaneous classifications recommended by the City Manager during the Fiscal Year 2024-2025 budget process.

A review of the CCMG salary schedule revealed that the 5% salary increase was not incorporated into two CCMG classifications, the Special Events Manager and the Communications/Public Information Manager. The revised CCMG salary schedule for Fiscal Year 2024-2025 includes the 5% salary increase incorporated into all City classifications, except for Y-rated classifications. The revised salary schedule for Fiscal Year 2024-2025, effective retroactive to July 1, 2024, is attached as Exhibit A to the proposed resolution (Attachment 1).

An updated Executive Management Salary Schedule, effective retroactive to July 29, 2024, reflecting the five percent (5%) salary increase for the City Manager in accordance with the City Manager Executive Employment Agreement is attached as Exhibit A to the proposed resolution (Attachment 2).

FISCAL ANALYSIS

All negotiated salary increases have already been included and approved in the Adopted Budget for Fiscal Year 2024-2025.

ATTACHMENTS

1. 2024_08_26_ATT 1_Resolution Approving Revised CCMG Salary Schedule.
2. 2024_08_26_ATT 2_Executive Management 2024 Resolution Approving Revised Salary Schedule for the City Manager.

MOTIONS

That the City Council:

1. Adopt a resolution approving the revised salary schedule for Culver City Management Group employees effective retroactive to July 1, 2024; and
2. Adopt a resolution approving the salary schedule for City Manager in accordance with the City Manager Executive Employment Agreement effective retroactive to July 29, 2024.

