



City of Culver City

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Staff Report

File #: 19-522, **Version:** 1

Item #: A-7.

CC - Adoption of a Resolution Approving Salary Schedules for Police Safety Employees Effective July 1, 2018

Meeting Date: November 12, 2018

Contact Person/Dept: Serena Wright-Black/Assistant City Manager

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 (11/06/18); Culver City Police Management Group (11/1/2018); Culver City Police Officers' Association (11/01/2018)

Department Approval: **Serena Wright-Black, Assistant City Manager** (11/01/18)

RECOMMENDATION

Staff recommends that City Council adopt a resolution approving salary schedules for the police safety employees effective July 1, 2018.

BACKGROUND

The Salary Initiative Ordinance initially adopted by the Culver City electorate in 1953, and subsequently amended in 1983, require 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 October 16, 2018, the County of Los Angeles Board of Supervisors approved a new 3-year contract with its deputy sheriffs retroactive to July 1, 2018.

DISCUSSION

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.

The County of Los Angeles recently approved contracts with their deputy sheriff unit that include the following cost of living adjustments. Culver City sworn police employees' salaries are required to be adjusted by the average.

Effective Date	COLA provided by LA County	Adjustment to be provided to CCPD
7/1/18	2%	1%
7/1/19	2.5%	1.25%
7/1/20	2.5%	1.25%

In addition to the above base salary adjustments, the County of Los Angeles has also approved a 2% Manpower Shortage Adjustment Pay. This pay is currently a bonus provide to unit employees. However, the bonus is converted to base pay at the end of the contract, at which time Culver City police employees will be entitled to receive 50% of that amount (1%).

FISCAL ANALYSIS

Funding has been included in the respective departments for Fiscal Year 2018/2019 to cover the salary adjustments for Police Safety employees and Fire Safety employees.

ATTACHMENTS

1. Proposed Resolution with Exhibits

MOTION

That the City Council:

Adopt a resolution approving salary schedules for police safety employees effective July 1, 2018.