



City of Culver City

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Staff Report

File #: 20-23, **Version:** 1

Item #: A-3.

CC - Adoption of a Resolution Approving Salary Schedules for Fire Safety Employees in Accordance with the Salary Initiative Ordinance

Meeting Date: July 8, 2019

Contact Person/Dept: Serena Wright-Black/Administrative Services 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 (07/02/19); Culver City Fire Management Group (07/02/20); Culver City Firefighters' Association (07/01/19)

Department Approval: Serena Wright-Black, Assistant City Manager (07/01/19)

RECOMMENDATION

Staff recommends that City Council adopt a resolution approving salary schedules for the fire safety employees in accordance with the Salary Initiative Ordinance.

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 May 21, 2019, the County of Los Angeles Board of Supervisors approved a new 3-year contract with its Los Angeles County Fire Fighters Association retroactive to October 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.

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

| Effective Date | COLA provided by LA County | Adjustment to be provided to CCFD |
|-----------------------|---------------------------------------|--|
| 10/1/18 | 2% | 1% |
| 7/1/19 | 2.5% | 1.25% |
| 7/1/20 | 2.5% | 1.25% |

City Council was provided with resolutions and salary schedules with the packet adopting the FY 19-20 budget. However, the updated salary schedules for Fire and Fire Management were incomplete. The attached resolution will supersede the resolution previously adopted on June 24, 2019.

FISCAL ANALYSIS

No additional fiscal impact. The associated costs have already been approved and incorporated into the City's adopted budget.

ATTACHMENTS

1. Proposed Resolution with Exhibits A and B

MOTION

That the City Council:

1. Adopt a resolution approving salary schedules for fire safety employees in accordance with the Salary Initiative Ordinance.