



City of Culver City

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Staff Report

File #: 20-96, **Version:** 1

Item #: C-10.

CC - 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, 2019 through June 30, 2022

Meeting Date: August 12, 2019

Contact Person/Dept: Serena Wright-Black/Administrative Services

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 (08/08/19); Police Officers' Association (08/08/19)

Department Approval: Serena Wright-Black, Assistant City Manager (07/30/19)

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, 2019 through June 30, 2022.

BACKGROUND/DISCUSSION

The Memorandum of Understanding (MOU) with the Culver City Police Officers' Association (POA) expired on June 30, 2019. The negotiation discussions have concluded. 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
- Modified work schedules

- Eliminate 2nd Tier for POST Pay, effective July 1, 2020
- 5% Special Compensation for Police Sergeants with 5 years of service as a Sergeant
- Increase Special Assignment Pay by 1%, effective the first full pay period after City Council adopts the MOU
- Increase Special Assignment Pay by another 1%, effective July 1, 2021
- Increase Longevity Pay by \$1,000 per year
- Increase tuition reimbursement by \$50 per unit
- Increase union association release time by 40 hours
- Increase compensatory time off cap by 60 hours
- Require police safety employees to pay a minimum of 14% towards CalPERS pension costs
- Update working conditions and procedural changes with minimal or no fiscal impact

FISCAL ANALYSIS

The additional average annual ongoing cost of this agreement is approximately \$371,000 or 2.37% increase per year. There are estimated savings to the City as safety employees will be contributing up to 14% towards their CalPERS retirement.

ATTACHMENTS

1. 2019-08-12 - ATT 1 Proposed Resolution and Exhibit "A", Master Memorandum of Understanding

MOTION

That the City Council:

1. Adopt a Resolution approving a Three (3) Year Memorandum of Understanding with the Culver City Police Officers' Association for the Period of July 1, 2019 through June 30, 2022.