



City of Culver City

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Staff Report

File #: 20-535, **Version:** 1

Item #: C-8.

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

Meeting Date: December 9, 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 (12/03/19); Culver City Fire Management Group (12/03/19); Culver City Firefighters' Association (12/03/19)

Department Approval: Serena Wright-Black, Assistant City Manager (11/18/19)

RECOMMENDATION

Staff recommends that City Council adopt a resolution approving salary schedules for 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. The City Council for the City of Los Angeles recently approved a new 3-year contract with the Los Angeles City Fire Department effective retroactive to July 1, 2019.

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

Effective Date	COLA provided by LA City	Adjustment to be provided to CCFD
7/7/19	2.00%	1.00%
7/5/20	4.75%	2.38%
7/4/21	3.00%	1.50%

FISCAL ANALYSIS

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

ATTACHMENTS

1. 2019-12-09_ATT - Proposed Resolutions with Exhibit A

MOTION

That the City Council:

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