



# City of Culver City

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## Staff Report

File #: 21-465, Version: 1

Item #: C-18.

**CC - Adopt Respective Resolutions Approving:** (1) a One (1) Year Memorandum of Understanding with Culver City Employees Association; (2) a One (1) Year Memorandum of Understanding with Culver City Management Group; (3) a Two (2) Year Memorandum of Understanding with Culver City Firefighters Association, Local 1927 AFL-CIO; (4) a Two (2) Year Memorandum of Understanding with Culver City Fire Management Group; (5) a Two (2) Year Memorandum of Understanding with Culver City Police Management Group; and (6) the Culver City Executive Management Compensation Plan.

**Meeting Date:** November 9, 2020

**Contact Person/Dept:** Serena Wright-Black/Administrative Services  
Onyx Jones/Finance

**Phone Number:** (310) 253-5640  
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**Fiscal Impact:** Yes ☒ No ☐

**General Fund:** Yes ☒ No ☐

**Public Hearing:** ☐ **Action Item:** ☒ **Attachments:** ☒

**Commission Action Required:** Yes ☐ No ☒

**Public Notification:** (E-Mail) Meetings and Agendas - City Council (11/04/2020); (Email) - Culver City Employees Association (011/04/2020); Culver City Management Group (011/04/2020); Culver City Firefighters Association, Local 1927 AFL-CIO (11/04/2020); Culver City Fire Management Group (011/04/2020); Culver City Police Management Group (011/04/2020); Culver City Executive Management

**Department Approval:** John M. Nachbar, City Manager (11/04/2020)

### RECOMMENDATION

Staff recommends the City Council adopt respective resolutions approving: (1) a One (1) Year Memorandum of Understanding with Culver City Employees Association; (2) a One (1) Year Memorandum of Understanding with Culver City Management Group; (3) a Two (2) Year Memorandum of Understanding with Culver City Firefighters Association, Local 1927 AFL-CIO; (4) a Two (2) Year Memorandum of Understanding with Culver City Fire Management Group; (5) a Two (2) Year Memorandum of Understanding with Culver City Police Management Group; and the Culver City Executive Management Compensation Plan.

## **BACKGROUND / DISCUSSION**

There are six (6) recognized bargaining units within Culver City which represent City employees on items pertaining to wages, hours, and other terms and conditions of employment. Four (4) of the six (6) Memoranda of Understanding (MOU), which outline negotiated salaries, benefits and terms of employment, have already expired. The MOU with Police Management Group (PMG) is due to expire on December 31, 2020. The MOU with the Police Officers' Association (POA) will not expire until June 30, 2022.

The City has been in active negotiation discussions with the various bargaining groups since October 2019. The negotiation discussions have recently concluded, and tentative agreement has been reached.

The MOUs that are being presented to the City Council for consideration and recommended approval include the following essential changes:

### **Culver City Employees Association (CCEA)**

- One-year term: (7/1/20 to 6/30/21)
- Provide nine (9) hours annually of administrative leave in recognition of Juneteenth (June 19)
- Provide one-time benefit of eleven (11) additional administrative leave hours in recognition and appreciation for extra hours and responsibilities of employees during COVID-19
- Pause the 2.432% CalPERS cost sharing effective pay period beginning January 4, 2021 through June 20, 2021
- Continued policy discussion items:
  - 2019 salary survey
  - Procedure for promotion of part-time bus operators
  - Meal period for police department employees
- Adopt City proposed procedures in compliance with Internal Revenue Service Constructive Receipt rules

### **Culver City Management Group (CCMG)**

- One-year term: (7/1/20 to 6/30/21)
- Use of Administrative Leave hours earned in FY 2019/2020 until June 30, 2021
- Provide nine (9) hours annually of administrative leave in recognition of Juneteenth (June 19)
- Provide one-time benefit of eleven (11) additional administrative leave hours in recognition and appreciation for extra hours and responsibilities of employees during COVID-19
- Pause the 2.432% CalPERS cost sharing effective pay period beginning January 17, 2021 through June 20, 2021
- Extend the ability of employees to use Administrative Leave earned during the Fiscal Year 2019/2020 to June 30, 2021

- Adopt City proposed procedures in compliance with Internal Revenue Service Constructive Receipt rules

#### Culver City Firefighters Association, Local 1927 AFL-CIO (FFA)

- Two-year term: (1/1/20 to 12/30/21)
- Wage adjustments in accordance with the Salary Initiative Ordinance
- Increase longevity pay by \$1,000 per year; add new 25-year tier
  - 10yrs = \$5,000 to \$6,000/year
  - 15yrs = \$8,000 to \$9,000/year
  - 20yrs = \$11,000 to \$12,000/year
  - 25yrs = \$14,000/year
- Adopt City proposed appeal procedures in accordance with Firefighter Bill of Rights
- Adopt City proposed procedures in compliance with Internal Revenue Service Constructive Receipt rules

#### Culver City Fire Management Group (FMG)

- Two-year term: (1/1/20 to 12/30/21)
- Wage adjustments in accordance with the Salary Initiative Ordinance
- Increase longevity pay by \$1,000 per year; add new 25-year tier
  - 10yrs = \$5,000 to \$6,000/year
  - 15yrs = \$8,000 to \$9,000/year
  - 20yrs = \$11,000 to \$12,000/year
  - 25yrs = \$14,000/year
- Adopt City proposed appeal procedures in accordance with Firefighter Bill of Rights
- Adopt City proposed procedures in compliance with Internal Revenue Service Constructive Receipt rules

#### Culver City Police Management Group (PMG)

- Two-year term: (1/1/21 to 12/30/22)
- Wage adjustments in accordance with the Salary Initiative Ordinance

#### Culver City Executive Management (EXEC)

- Pause the 2.432% CalPERS cost sharing effective pay period beginning January 17, 2021 through June 20, 2021
- Adopt City proposed procedures in compliance with Internal Revenue Service Constructive Receipt rules

**FISCAL ANALYSIS**

The total additional cost increase to adopt the proposed MOUs for the various groups is \$495,000. The cost breakdown per bargaining group is follows:

Unit	Amount of Increase	% of Increase
CCEA	287,000	0.73%
CCMG	95,000	0.75%
FFA	79,000	0.72%
FMG	10,000	0.54%
EXEC	24,000	0.75%
Total Increase	<b>495,000</b>	

PMG: There is no additional fiscal impact associated with the adoption of this agreement. Anticipated salary initiative ordinance increases are included within the City's budget.

Finance will review the City's salary savings during the FY 2020/2021 Mid-Year process to determine if there is enough savings to offset the \$495K increase. If a budget amendment is needed it will be requested at that time.

**ATTACHMENTS**

1. Proposed Resolution and Exhibit "A", Master Memorandum of Understanding with the Culver City Employees Association
2. Proposed Resolution and Exhibit "A", Master Memorandum of Understanding with the Culver City Management Group
3. Proposed Resolution and Exhibit "A", Master Memorandum of Understanding with the Culver City Firefighters' Association, Local 1927 AFL-CIO
4. Proposed Resolution and Exhibit "A", Master Memorandum of Understanding with the Culver City Fire Management Group
5. Proposed Resolution and Exhibit "A", Master Memorandum of Understanding with the Culver City Police Management Group
6. Proposed Resolution and Exhibit "A", Culver City Executive Management Compensation Plan

**MOTION**

That the City Council:

1. Adopt a resolution approving a One (1) Year Memorandum of Understanding with Culver City Employees Association;
2. Adopt a resolution approving a One (1) Year Memorandum of Understanding with Culver City Management Group;
3. Adopt a resolution approving a Two (2) Year Memorandum of Understanding with Culver City Firefighters Association, Local 1927 AFL-CIO;
4. Adopt a resolution approving a Two (2) Year Memorandum of Understanding with Culver City Fire Management Group; and
5. Adopt a resolution approving a Two (2) Year Memorandum of Understanding with Culver City Police Management Group.
6. Adopt a resolution approving the Culver City Executive Management Compensation Plan.