



# City of Culver City

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## Staff Report

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**File #:** 21-554, **Version:** 1

**Item #:** C-7.

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

**Meeting Date:** January 11, 2021

**Contact Person/Dept:** Serena Wright-Black  
**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 (01/06/2021); Culver City Police Management Group (01/06/2021); Culver City Police Officers Association (01/06/2021)

**Department Approval:** Serena Wright-Black, Assistant City Manager (01/05/2021)

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### RECOMMENDATION

Staff recommends that City Council adopt a resolution approving salary schedules for police 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 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 August 27, 2019, the City Council for the City of Los Angeles approved a new 3-year contract with the Los Angeles Police Department effective August 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.

The memorandum of understanding approved by the City of Los Angeles includes the following cost of living adjustments. Base salaries for Culver City sworn police safety employees (CCPD) are required to be adjusted by the average.

| <b>Effective Date</b> | <b>COLA provided by<br/>LA City</b> | <b>Adjustment to be<br/>provided to CCPD</b> |
|-----------------------|-------------------------------------|--|
| 9/1/19                | 4.50%                               | 2.25%  |
| 7/5/20                | 1.50%                               | 0.75%  |
| 1/17/21               | 3.25%                               | 1.625%                                       |
| 1/16/22               | 3.00%                               | 1.50%  |
| 6/16/22               | 1.50%                               | 0.75%  |

### **FISCAL ANALYSIS**

No additional fiscal impact. The associated costs have already been approved and incorporated into the City's FY 2020/2021 Adopted Budget.

### **ATTACHMENTS**

1. 2021-01-11\_ATT\_Resolution\_Police Salary Schedule\_SIO

### **MOTION**

That the City Council:

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