



# City of Culver City

Mike Balkman  
Council Chambers  
9770 Culver Blvd.  
Culver City, CA 90232  
(310) 253-5851

## Staff Report

---

**File #:** 21-653, **Version:** 1

**Item #:** C-9

---

**CC - Adoption of a Resolution Approving a Letter of Agreement Revising the July 1, 2019 - June 30, 2022 Memorandum of Understanding between the City of Culver City and the Culver City Police Officers' Association**

**Meeting Date:** February 8, 2021

**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 ☒

**Public Notification:** (E-Mail) Meetings and Agendas - City Council (02/04/2021); (Email) Meetings and Agendas - Culver City Police Officers' Association (02/02/2021)

**Department Approval:** Serena Wright-Black, Assistant City Manager (02/01/2021)

---

### **RECOMMENDATION**

Staff recommends the City Council adopt a resolution approving a side letter of agreement revising the July 1, 2019 - June 30, 2022 Memorandum of Understanding (MOU) between the City of Culver City and the Culver City Police Officers' Association (POA).

### **BACKGROUND / DISCUSSION**

The current POA MOU provides members with the ability to cash out unused holiday in-lieu accruals in accordance with the Internal Revenue Service (IRS) doctrine of constructive receipt. The negotiated agreement required POA members to submit a form to Human Resources notifying of the decision to cash out. If a member failed to submit such form, the default was to cash out up to the maximum unused annual allowance. The revised provision will no longer require a POA member to submit a form if they elect not to take advantage of the annual cash out option.

In addition, during FY 19-20 City Council allocated funding to the Police Department to assist with recruitment efforts of lateral police officers. The POA MOU has been revised to document the

incentive and referral program.

### **FISCAL ANALYSIS**

There is no fiscal impact associated with the adoption of the Resolution.

### **ATTACHMENTS**

1. Proposed Resolution with Exhibit A

### **MOTION**

That the City Council:

Adopt a Resolution Approving a side letter of agreement revising the July 1, 2019 - June 30, 2022 Memorandum of Understanding (MOU) between the City of Culver City and the Culver City Police Officers' Association (POA).