



City of Culver City

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Staff Report

File #: 22-689, **Version:** 1

Item #: C-18.

CC - Adopt Respective Resolutions Approving: (1) a Six-Month Memorandum of Understanding (MOU) with Culver City Firefighters Association, Local 1927 AFL-CIO; and (2) a Six-Month Memorandum of Understanding (MOU) with Culver City Fire Management Group.

Meeting Date: January 24, 2022

Contact Person/Dept: Steven Pham/Human Resources
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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 (01/20/2022); (Email) - Culver City Firefighters Association, Local 1927 AFL-CIO (01/20/2022); Culver City Fire Management Group (01/20/2022)

Department Approval: John M. Nachbar, City Manager (01/20/2022)

RECOMMENDATION

Staff recommends the City Council adopt respective resolutions approving: (1) a six-month Memorandum of Understanding (MOU) with Culver City Firefighters Association (FFA), Local 1927 AFL-CIO; and (2) a six-month MOU with Culver City Fire Management Group (FMG).

BACKGROUND / DISCUSSION

There are six recognized bargaining units within Culver City which represent City employees on items pertaining to wages, hours, and other terms and conditions of employment. Two of the six MOUs, which outline negotiated salaries, benefits and terms of employment, have expired: the MOU with FFA and the FMG each expired on December 31, 2021.

The MOUs that are being presented to the City Council for consideration and recommended

approval include the following essential changes:

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

- Six-month term: (1/1/22 to 06/30/22)
- Require Fire employees to pay a maximum of 14% towards CalPERS pension costs
 - For New Members (those hired on or after January 1, 2013), only, if the required one-half of the total normal cost of the plan as determined by CalPERS exceeds fourteen percent (14%), the New Member shall make the required one-half of the total normal cost contribution as referenced in Article 4, section I.B. of the attached FFA MOU.

Culver City Fire Management Group (FMG)

- Six-month term: (1/1/22 to 06/30/22)
- Require Fire Management employees to pay a maximum of 14% towards CalPERS pension costs
 - For New Members (those hired on or after January 1, 2013), only, if the required one-half of the total normal cost of the plan as determined by CalPERS exceeds fourteen percent (14%), the New Member shall make the required one-half of the total normal cost contribution as referenced in Article 4, section I.B. of the attached FMG MOU.

FISCAL ANALYSIS

The total additional cost increase to adopt the proposed MOUs for FFA is \$37,810 in FY 2021/2022 for a partial year and \$77,510 for a full year in FY 2022/2023. There is currently no financial impact to the FMG's MOU.

ATTACHMENTS

1. Proposed Resolution and Exhibit "A", Master Memorandum of Understanding with the Culver City Firefighters' Association, Local 1927 AFL-CIO
2. Proposed Resolution and Exhibit "A", Master Memorandum of Understanding with the Culver City Fire Management Group

MOTION

That the City Council:

1. Adopt a resolution approving a six-month Memorandum of Understanding with Culver City Firefighters Association, Local 1927 AFL-CIO; and

2. Adopt a resolution approving a six-month Memorandum of Understanding with Culver City Fire Management Group.