



City of Culver City

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Staff Report

File #: 23-173, **Version:** 1

Item #: A-5.

CC - ACTION ITEM: (1) Adoption of a Resolution Approving Salary Schedules for Police Safety Employees Effective July 1, 2022; and (2) Adoption of a Resolution Approving Salary Schedule for City Manager Effective August 1, 2022

Meeting Date: September 12, 2022

Contact Person/Dept: Dana Anderson / Human Resources
Phone Number: 310-253-5640

Fiscal Impact: Yes No

General Fund: Yes No

Attachments:

Commission Action Required: Yes No

Public Notification: (E-Mail) Meetings and Agendas - City Council (09/07/2022); Culver City Police Management Group (09/07/2022); Culver City Police Officers Association (09/07/2022)

Department Approval: Dana Anderson, Director of Human Resources (09/02/2022)

RECOMMENDATION

Staff recommends the City Council (1) adopt a resolution approving salary schedules for the police safety employees effective July 1, 2022; and (2) adopt a resolution approving the salary schedule for City Manager effective August 1, 2022.

BACKGROUND/DISCUSSION

Police Safety Salary Schedule

The Salary Initiative Ordinance, initially adopted by the Culver City electorate in 1953, and subsequently amended in 1983, requires 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. On August 2, 2022, the Los Angeles County Board of Supervisors approved a tentative agreement for a successor Memorandum of Understanding (MOU) for the Association of Los Angeles Deputy Sheriffs effective July 1, 2022.

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

<u>Effective Date</u>	<u>COLA provided by LA County</u>	<u>Adjustment to be provided to CCPD</u>
7/01/2022	5.50%	2.75%

City Manager Executive Employment Agreement

The City Manager's employment agreement calls for the salary to be adjusted each year in August by an amount equal to the percentage increase in the Consumer Price Index (CPI) for Urban Wage Earners and Clerical Workers for the Los Angeles Metropolitan area for the immediately preceding 12 months. This was agreed upon to ensure the City Manager's salary remained competitive with other similar positions in the labor market, as in the past it had not been adjusted and was lagging significantly behind other similar positions in California.

For the past 10 years, CPI has averaged 2.1 percent. However, this year, the nation has seen an abnormal increase in CPI and overall inflation. As such, the CPI adjustment in accordance with the City Managers Executive Employment Agreement is 7.85 percent effective August 1, 2022.

FISCAL ANALYSIS

The annual fiscal impact of the Salary Initiative Ordinance increase of 2.75% for the Culver City Police Officers Association equates to approximately \$488,600 increase for Fiscal Year 2022-2023. The annual fiscal impact of the City Manager's salary increase of 7.85% including benefits is approximately \$28,500 for Fiscal Year 2022-2023.

Staff will return at future meeting with any necessary budget amendments based on a thorough analysis of all SIO increases pending for the Police and Fire employees.

ATTACHMENTS

1. 2022-07_01_ATT 1_Salary Schedule Police Safety
2. 2022-08_01_ATT 2_Salary Schedule City Manager

MOTION

That the City Council:

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

2. Adopt a resolution approving salary schedule for City Manager in accordance with the City Manager Executive Employment Agreement.