



City of Culver City

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Staff Report

File #: 23-197, Version: 2

Item #: C-11.

CC - CONSENT ITEM: Adoption of a Resolution Approving a Three (3) Year Memorandum of Understanding with the Culver City Police Officers' Association for the Period of July 1, 2022 through June 30, 2025

Meeting Date: September 19, 2022

Contact Person/Dept: Dana Anderson/Human Resources Department
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 (09/14/2022); Police Officers' Association (09/15/2022)

Department Approval: Onyx Jones, Assistant City Manager (09/14/2022)

RECOMMENDATION

Staff recommends the City Council adopt a resolution approving a three (3) year Memorandum of Understanding with the Culver City Police Officers' Association for the period of July 1, 2022 through June 30, 2025.

BACKGROUND/DISCUSSION

The Memorandum of Understanding (MOU) with the Culver City Police Officers' Association (POA) expired on June 30, 2022. The negotiation discussions have concluded, and the City and POA have reached a tentative agreement, which is being brought forward to City Council for consideration.

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

- Salary increases per the Salary Initiative Ordinance
- Agreed upon Salary Initiative Ordinance 4.375% offset
- Eliminate 5% Sergeant Longevity Pay and add 5% POST Supervisory Certificate

Pay

- Increase Special Assignment Pay by 2%
- Add Education Incentive Pay for Associate (\$100 monthly), Bachelors (\$200 monthly), Master's degree (\$400 monthly)
- Add new 5-year Longevity Pay Tier (\$115.36 biweekly) and increase longevity pay
- Add 3% Police Sergeant Supervisory Premium
- Increase retiree medical employer contribution by \$50 per pay period
- Increase union association release time by 60 hours
- Update safety equipment procedural changes with minimal or no fiscal impact

FISCAL ANALYSIS

The additional average annual ongoing cost of this agreement is approximately \$511,553 or 2.90% increase per year.

ATTACHMENTS

1. 2022-09-19 - ATT 1 Proposed Resolution, including Master Memorandum of Understanding

MOTION

That the City Council:

Adopt a Resolution approving a Three (3) Year Memorandum of Understanding with the Culver City Police Officers' Association for the Period of July 1, 2022 through June 30, 2025.