



# City of Culver City

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

## Staff Report

File #: 23-369, Version: 1

Item #: C-10.

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

**Meeting Date:** November 14, 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 (11/09/2022); Police Management Group (11/09/2022)

**Department Approval:** Onyx Jones, Assistant City Manager (11/03/2022)

### RECOMMENDATION

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

### BACKGROUND/DISCUSSION

The Memorandum of Understanding (MOU) with the Culver City Police Management Group (PMG) expires on December 31, 2022. The negotiation discussions have concluded, and the City and PMG 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 effective July 1, 2022:

- Change in contract term effective date from January 1, 2023, to July 1, 2022
- Agreed upon Salary Initiative Ordinance 4.375% offset
- Increase Education Incentive Pay for possession of a bachelor's Degree to

\$200/pay period and for possession of a master's degree to \$400/pay period

- Increase Management Incentive Pay by 2.5%, from 9.5% to 12%
- Increase POST certificate Pay by 2.5%, from 17.5% to 20%
- PMG members shall accrue 4.31 hours of holiday leave biweekly. The accrual, use, banking, and sell-back of holiday leave shall be on the same terms and conditions provided to members of the Culver City Police Officer's Association (POA)
- Increase tuition reimbursement to \$300 per unit, including the actual costs of the books, registration fees and parking permit fees
- Increase Uniform Allowance to \$61.54 per pay period

### **FISCAL ANALYSIS**

The additional average annual ongoing cost of this agreement is approximately \$159,803 or 3.65% increase per year.

### **ATTACHMENTS**

1. 2022-11-14 - ATT 1 Proposed Resolution
2. Exhibit "A", 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 Management Group for the Period of July 1, 2022, through June 30, 2025.