Staff Report

File #: 23-540, **Version:** 1 **Item #:** C-7.

CC - CONSENT ITEM: (1) Adoption of a Resolution Approving Salary Schedules for the Culver City Fire Management Group (CCFMG), Culver City Firefighters Association (CCFFA), Culver City Police Management Group (CCPMG), and Culver City Police Officers Association (CCPOA) Effective January 2, 2023; (2) Adoption of a Resolution Approving the Salary Schedule for City Attorney Effective December 4, 2022; and (3) Adoption of a Resolution Approving the Salary Schedule for Non-Benefited Employees (NBNE) in Accordance with the State of California Minimum Wage Increase Effective January 1, 2023.

Meeting Date: January 23, 2023

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

Fiscal Impact: Yes [X] No [] **General Fund:** Yes [X] No []

Attachments: Yes [X] No []

Commission Action Required: Yes [] No [X]

Public Notification: (E-Mail) Meetings and Agendas - City Council (01/18/2023); Culver City Fire Management Group (01/18/2023); Culver City Firefighters Association (01/18/2023), Culver Police Management Group (01/18/2023); Culver City Police Officers Association (01/18/2023)

Department Approval: Dana Anderson, Director of Human Resources (01/17/2023)

RECOMMENDATION

Staff recommends the City Council (1) adopt a resolution approving salary schedules for the Culver City Fire Management Group (CCFMG), Culver City Firefighters Association (CCFFA), Culver City Police Management Group (CCPMG),and Culver City Police Officers Association (CCPOA) effective January 2, 2023; (2) adopt a resolution approving the salary schedule for City Attorney effective December 4, 2022; and (3) adopt a resolution approving the salary schedule for Non-Benefited Employees (NBNE), in accordance with the State of California minimum wage increase, effective January 1, 2023.

BACKGROUND/DISCUSSION

Fire and 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. The Los Angeles City Council approved an agreement for a successor Memorandum of Understanding (MOU) for the Association of United Firefighters of Los Angeles City (UFLAC), effective January 2, 2023. The Los Angeles City Council approved an agreement for a successor Memorandum of Understanding (MOU) for the Association of the Los Angeles City Police Officers, Lieutenant, and Below Representation Unit, effective January 2, 2023.

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 City of Los Angeles recently approved a successor Memorandum of Understanding that includes the following cost of living adjustment. Base salaries for CCFFA and CCPOA are required to be adjusted by the average.

Effective Date	**COLA provided by LA City to UFLAC**	**Adjustment to be provided to CCFMG and CCFFA**
January 2, 2023	4.50%	2.25%

Effective Date	**COLA provided by LA City to LAPD**	**Adjustment to be provided to CCPMG and CCPOA**
January 2, 2023	4.50%	2.25%

A resolution containing updated CCFMG, CCFFA, CCPMG, and CCPOA salary schedules is included with this report as Attachment 1.

City Attorney Executive Employment Agreement

The City Attorney's employment agreement calls for the salary to be adjusted each year in December 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 Attorney's salary remained competitive with other similar positions in the labor market. In accordance with the City Attorney's Executive Employment Agreement, the CPI adjustment from November 2021 to November 2022 is an increase of 5.89 percent effective, December 4, 2022. A resolution containing an updated Executive Management Salary Schedule reflecting the increase to the City Attorney's salary schedule is included with this report as Attachment 2.

California State Minimum Wage

In accordance with the California State Law, the City increased the minimum wage rate to $15.50 per hour for all employers, effective January 1, 2023. The following classifications have been impacted by the minimum wage increase to remain in compliance with the California State Law.

- Cashier Plunge
- Lifeguard
- Lifeguard/Swim Instructor
- Recreation Leader I, II, Senior Recreation Leader and Recreation Specialist Student Worker I, II, and III

A resolution containing the updated NBNE salary schedule reflecting the City classifications that have been impacted by the minimum wage increase is included with this staff report as Attachment 3.

FISCAL ANALYSIS

The annual fiscal impact of the Salary Initiative Ordinance increase of 2.25% effective January 2, 2023 equates to approximately $200,000 for the CCFFA and $35,500 for CCFMG for Fiscal Year 2023-2024. The annual fiscal impact of the Salary Initiative Ordinance increase of 2.25% effective January 2, 2023 for equates to approximately $298,000 for CCPOA and $66,000 for CCPMG for Fiscal Year 2023-2024. The annual fiscal impact of the City Attorney's CPI increase of 5.89% including benefits equates to approximately $18,600 for Fiscal Year 2023-2024. The annual fiscal impact of the State minimum wage increase to $15.50 per hour is 0.33% effective January 1, 2023 and equates to approximately $55,000 for Fiscal Year 2023-2024.

ATTACHMENTS

2023_01_23_ATT 1_CCFMG, CCFFA, CCPMG and CCPOA SIO 2023 Resolution
2023_01_23_ATT 2_Executive Management 2023 CPI Resolution
2023_01_23_ATT 3_Minimum Wage Increase_2023 NBE Salary Schedule Resolution

MOTIONS

That the City Council:

1. Adopt a resolution approving salary schedules for the Culver City Fire Management Group (CCFMG), Culver City Firefighters Association (CCFFA), Culver City Police Management Group (CCPMG),and Culver City Police Officers Association (CCPOA) in accordance with the Salary Initiative Ordinance;

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

3. Adopt a resolution approving the salary schedule for Non-Benefited Employees in accordance with the State of California Minimum Wage increase.