



City of Culver City

Staff Report

File #: 24-580, Version: 1

Item #: C-6.

CC - CONSENT ITEM: Adoption of a Resolution Approving Salary Schedules for the Culver City Fire Management Group (FMG) and the Culver City Firefighter's Association (FFA), Effective January 14, 2024.

Meeting Date: January 22, 2024

Contact Person/Dept.: Stephanie Condran / Human Resources Department
Phone Number: (310) 253-5640

Fiscal Impact: Yes No **General Fund:** Yes No

Attachments: Yes No

Public Notification: (E-Mail) Meetings and Agendas - City Council (01/17/2024)

Department Approval: Dana Anderson, Human Resources Director (12/21/2023)

RECOMMENDATION

Staff recommends the City Council adopt a resolution approving salary schedules for the Culver City Fire Management Group (FMG) and the Culver City Firefighter's Association (FFA), effective January 14, 2024.

BACKGROUND/DISCUSSION

Fire 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 new successor Memorandum of Understanding (MOU) for the Association of United Firefighters of Los Angeles City (UFLAC), 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 for Fire Safety Employees. Base salaries for Fire Safety employees are required to be adjusted by the average.

<u>Effective Date</u>	<u>COLA provided by LA City to UFLAC</u>	<u>Adjustment to be provided to FMG and FFA</u>
January 14, 2024	3.00%	1.50%

A resolution containing the updated FMG and FFA salary schedules is included with this report as Attachment 1.

FISCAL ANALYSIS

The annual fiscal impact of the Salary Initiative Ordinance increase of 1.50%, effective January 14, 2024, equates to approximately \$168,230 for the FFA and \$27,240 for FMG. In Fiscal Year 2023-2024, the increase is approximately \$84,000 for the FFA and \$13,500 for FMG. The Adopted Budget for Fiscal Year 2023-2024 includes sufficient funding to cover the salary increase.

ATTACHMENTS

2024_01_22_ATT 1_FMG and FFA SIO 2024 Resolution

MOTIONS

That the City Council:

Adopt a resolution approving salary schedules for the Culver City Fire Management Group (FMG) and the Culver City Firefighter's Association (FFA), effective January 14, 2024.