



CITY COUNCIL AGENDA REPORT

MEETING DATE: July 1st, 2014

ITEM NUMBER:

SUBJECT: SALARY RESOLUTIONS FOR CLASSIFICATIONS REPRESENTED BY THE COSTA MESA POLICE ASSOCIATION (CMPA) AND COSTA MESA POLICE MANAGEMENT ASSOCIATION (CMPMA)

DATE: May 15, 2014

FROM: CEO'S OFFICE - HUMAN RESOURCES DIVISION

PRESENTATION BY: LANCE NAKAMOTO, HUMAN RESOURCES MANAGER

FOR FURTHER INFORMATION CONTACT: LANCE NAKAMOTO, AT (714) 754 - 5172

RECOMMENDATION:

Staff recommends that the City Council:

1. Adopt Resolution Number 14-_____, which implements salary range adjustments for job classifications represented by the CMPA (Attachment I).
2. Adopt Resolution Number 14-_____, which implements salary range adjustments for job classifications represented by the CMPMA (Attachment II).

BACKGROUND:

During the year 2010, the City and the CMPA and CMPMA respectively met and conferred regarding wages, benefits and other terms and conditions of employment, which resulted in two (2) respective side letters to the Memorandum of Understanding between the parties. These side letters include language regarding salary adjustments. The implementation of a potential salary adjustment was agreed upon for the fourth year (July 1, 2014) of the side letters. Approval of the recommended actions will authorize 4% salary range increases to be effective June 29th, 2014 inclusive of the pay period that includes July 1 as stipulated in each of the CMPA and CMPMA side letters.

ANALYSIS:

The following excerpt is the identical language from each respective CMPA/CMPMA side letter:

- a. If the combined revenues totals for Sales Tax, Property Tax, and Transient Occupancy Tax (TOT) increase and return to 07/08 revenues (\$74,674,080), then a 2% COLA adjustment will be implemented, or

- b. If the combined revenue totals for Sales Tax, Property Tax and Transient Occupancy Tax increase to 5% or more above 07/08 revenues (\$76,124,063), then the higher of:
 - i. A 4% COLA adjustment will be implemented, or
 - ii. A CPI* adjustment will be implemented up to a maximum of 6%
**CPI = The change in the Department of Labor's actual April Consumer Price Index, All Items (CPI-W) for Urban Wage Earners and Clerical Workers for the Los Angeles-Riverside-Orange Co. region for the period of April 2013 to April 2014.*

Based upon the language in the side letter, the combined total of these revenues results in a 4% COLA adjustment.

ALTERNATIVES CONSIDERED:

Under the terms of the side letters, the City will implement the salary adjustments as stipulated.

FISCAL REVIEW:

The estimated total annual cost for CMPA represented members is \$678,217 in salary and \$247,254 in related benefits. Similarly, the estimated total annual cost for CMPMA represented members is \$109,110: \$76,199 in salary and \$32,910 in related benefits. The costs are included in the City's Fiscal Year 2014-15 Preliminary Budget.

LEGAL REVIEW:

The City Attorney's Office has reviewed the attached documents and, where appropriate, approved them as to form.

CONCLUSION:

As provided in the 2010 CMPA and CMPMA Side Letters, staff recommends that the City Council adopt the attached resolutions that implements salary range adjustments effective June 29, 2014.

LANCE M. NAKAMOTO
Human Resources Manager

TAMARA S. LETOURNEAU
Assistant Chief Executive Officer

STEPHEN DUNIVENT
Interim Director of Finance

THOMAS DUARTE
City Attorney

DISTRIBUTION: Chief Executive Officer
City Clerk

ATTACHMENTS: I [Salary Resolution 14 - xx CMPA](#)
II [Salary Resolution 14 - xx CMPMA](#)

060314 Salary Adjustment Staff Report

5/15/14

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