

RESOLUTION NO. 22-026

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING CITY MANAGER RECOMMENDED REORGANIZATION AND REPORTING STRUCTURE OF THE COMMUNITY SERVICES/PARKS AND RECREATION DEPARTMENT, DEFUNDING AND ELIMINATING CERTAIN COMMUNITY SERVICES/PARKS AND RECREATION DEPARTMENT POSITIONS AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A SIDE LETTER AGREEMENT WITH THE ASSOCIATION OF MANAGEMENT EMPLOYEES.

WHEREAS, the Director of Human Resources and Risk Management is authorized and directed under provisions of Sections 2797.1 and 2797.3 of the Carson Municipal Code to prepare and recommend position classification and compensation plans, after consultation with the affected Directors, which becomes effective upon approval by the City Council; and

WHEREAS, Rule III of the City of Carson Personnel Rules provides that modification to the classification plan, embodied in Resolution No. 77-111, shall be made only after the Director of Human Resources and Risk Management consults with the affected Directors and affected recognized employee organizations; and

WHEREAS, the ARTICLE V- OFFICERS AND EMPLOYEES, SECTION 500 of the City Charter, Administrative Departments, Section A, City Manager Administration, states that, the city manager is responsible for the organization, conduct and operation of the several offices and departments of the City consistent with this Charter, and the ordinances of the City as established by the city council. The city manager shall assure the efficient and effective operation of the City departments, shall review their operation, and when needed, shall recommend creation of additional departments, divisions, offices and agencies or their consolidation, alteration, or abolition. Each department shall be headed by an officer as department head who shall be appointed by and may be suspended or removed by the city manager; and

WHEREAS, the Article V- OFFICERS AND EMPLOYEES, SECTION 500 of the City Charter, Administrative Departments, Section B, Council Approval of Organizational Structure, states that unless as otherwise provided in the Charter, the current organizational structure shall not be modified by the adoption of the Charter from that currently existing. Any reorganization or restructuring of a department recommended by City Manager must be approved by ordinance or resolution of the City Council. Upon recommendation by the City Manager, the City Council, by ordinance or resolution, may assign additional functions or duties to offices, departments, or agencies so long as not inconsistent with this Charter. The City Manager shall recommend, and the City Council shall provide for the number, titles, qualifications, powers, duties and compensation of all officers and employees; and

WHEREAS, the Community Services/Parks & Recreation Department is currently comprised of five divisions/workgroups: Administration, Community Center, Transportation, Recreation, and Human Services. The proposed reorganization plan realigns the various workgroups into three distinct divisions: 1. Administration, 2. Recreation, and 3. Community Services. The Transportation, Human Services, and Community Center sections would be housed under the new Community Services Division, with a new

Community Services Superintended position responsible for oversight of all three program areas. The Recreation and Administration Divisions would remain structurally unchanged except for various internal transfers, new positions, and reclassifications to address increasing program needs; and

WHEREAS, the City has met and conferred with the representatives of the affected employee organization regarding the proposed actions herein, pursuant to the provisions of the Meyers-Milias-Brown Act (Government Code § 3500 *et seq.*); and

WHEREAS, the City Manager recommends changing the reporting structure of the Community Services/Parks and Recreation Department in particular, creation of the new Community Services operating division to consolidate three existing workgroups: Transportation Services, Human Services, and Community Center. The new division shall be managed by a single Community Services Superintendent, a new classification; and

WHEREAS, upon the recommendation of the City Manager, the City Council now desires to approve the reorganization of the Community Services/Parks and Recreation Department, eliminate and defund the Community Center Manager and Human Services Manager positions effective upon the current incumbents vacating the positions, authorize the City Manager to enter into a side letter agreement with the Association of Management Employees regarding the defunding and elimination of said positions, and authorize a budget appropriation in the amount of \$185,885, as part of the City's efforts to reorganize its Community Services Department.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, HEREBY FINDS, DETERMINES AND RESOLVES AS FOLLOWS:

Section 1. The above recitals are true and correct, and incorporated herein by this reference.

Section 2. The City Council hereby approves and adopts the Community Services reorganization chart attached hereto as **Exhibit "A,"** and all positions therein shall report to their direct supervisor as presented in the reorganization chart.

Section 3. The Community Services/Parks & Recreation Department, currently comprised of five divisions, Administration, Community Center, Transportation, Recreation, and Human Services is hereby reorganized into three divisions: (1) Administration, (2) Recreation, and (3) Community Services. The Transportation, Human Services, and Community Center divisions are hereby consolidated into the new Community Services Division.

Section 4. Effective upon the current incumbents vacating the positions, the City Council hereby defunds and eliminates the Community Center Manager and Human Services Manager classifications and positions. The City Council hereby authorizes the City Manager to execute a side letter agreement with the Association of Management Employees (AME) regarding the defunding and elimination of the positions as part of the City's efforts to reorganize its Community Services Department.

Section 5. This resolution shall be effective immediately upon its adoption.

Section 6. The City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original Resolutions.

PASSED, APPROVED, and ADOPTED on the 15th day of February 2022.

Mayor Lula Davis-Holmes

ATTEST:

City Clerk Dr. Khaleah Bradshaw

APPROVED AS TO FORM:

City Attorney Sunny Soltani

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF CARSON)

I, Dr. Khaleah Bradshaw, City Clerk of the City of Carson, California, hereby attest to and certify that the foregoing resolution, being Resolution No. 22-026 was duly adopted by the Carson City Council at its meeting held on February 15, 2022 by the following vote:

AYES: COUNCIL MEMBERS:
NOES: COUNCIL MEMBERS:
ABSTAIN: COUNCIL MEMBERS:
ABSENT: COUNCIL MEMBERS:

City Clerk Dr. Khaleah Bradshaw