



Legislation Details (With Text)

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Title: CONSIDERATION OF RESOLUTION NO. 23-177 TRANSFERRING TWO JOB CLASSIFICATIONS (1) ADMINISTRATIVE SECRETARY AND (2) PAYROLL SPECIALIST) FROM THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME) LOCAL 809 TO AFSCME LOCAL 1017 (CITY COUNCIL)

Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit 1 - Reso 23-177 - Transfer of Job Positions from AFSCME 809 to AMFSCME 1017, 2. Exhibit 2 - Administrative Secretary Job Specifications, 3. Exhibit 3 - Payroll Specialist Job Specifications

Date	Ver.	Action By	Action	Result
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Report to Mayor and City Council

Tuesday, November 21, 2023

Consent

SUBJECT:

CONSIDERATION OF RESOLUTION NO. 23-177 TRANSFERRING TWO JOB CLASSIFICATIONS (1) ADMINISTRATIVE SECRETARY AND (2) PAYROLL SPECIALIST) FROM THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME) LOCAL 809 TO AFSCME LOCAL 1017 (CITY COUNCIL)

I. SUMMARY

Two job classifications are being transfer from the American Federation of State, County and Municipal Employees (AFSCME), Local 809 to AFSCME, Local 1017.

RECOMMENDATION

APPROVE Resolution No. 23-177 transferring two job classifications, (i) Administrative Secretary and (ii) Payroll Specialist from the American Federation of State, County and Municipal Employees (AFSCME), Local 809, to AFSCME, Local 1017.

III. ALTERNATIVES

Take any alternative action deemed appropriate.

IV. BACKGROUND

There are four bargaining units representing full-time employees here at the City. The American Federation of State, County and Municipal Employees (AFSCME) Local 809, AFSCME Local 1017, the Association of Management Employees (AME) and the Carson Professional and Supervisor Association (CPSA).

AFSCME 1017 is the confidential bargaining group at the City. It has been determined by all parties that the job classifications of Administrative Secretary and Payroll Specialist would be better served as members of AFSCME 1017, considering that their job duties entail confidential matters and are more aligned with those job duties of classifications represented by AFSCME 1017.

The proposed changes would place subject employees into a different MOU and result in affording them select enhanced benefits. More importantly, the assertion is that these employees perform and handle sensitive confidential information in their daily tasks.

Meet and confers occurred with both AFSCME 809 and AFSCME 1017 and both executive boards of the bargaining groups agreed to the transfers.

The Administrative Secretary - City Treasurer - The Administrative Secretaries currently within the Local 1017 unit work under a director or public official and placement to the confidential unit is appropriate. This classification was brought up several years before the Confidential Unit affiliated with AFSCME. A prior incumbent (who was also the Local 809 Treasurer at the time) objected to leaving AFSCME 809 at the time. Thus, the transfer never happened.

The Payroll Specialist classification is a natural fit in the confidential bargaining group.

V. FISCAL IMPACT

This item has no fiscal impact.

VI. EXHIBITS

1. Resolution No. 23-177 (pgs. 3-5)
2. Administrative Secretary - Job Classification Specifications (pgs. 6-8)
3. Payroll Specialists - Job Classification Specifications (pgs. 9-10)

1.

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