



Legislation Text

File #: 2024-0071, Version: 1

Report to Mayor and City Council

Tuesday, February 06, 2024

Consent

SUBJECT:

CONSIDERATION OF RESOLUTION NO, 24-014 AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING THE REVISED JOB CLASSIFICATION SPECIFICATIONS AND SALARY ALLOCATION FOR ANIMAL CONTROL OFFICER (CITY COUNCIL)

I. SUMMARY

Staff is recommending the job classification specification for the Animal Control Officer position be modified to enhance the educational and certification requirements and an increase in salary.

II. RECOMMENDATION

WAIVE further reading and **ADOPT** Resolution No. 24-014:

“A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO., 77-111, BY ADOPTING THE REVISED JOB CLASSIFICATION SPECIFICATRIONS AND SALARY ALLOCATION FOR ANIMAL CONTROL OFFICER.”

III. ALTERNATIVES

TAKE any other action deemed appropriate.

IV. BACKGROUND

The County of Los Angeles Department of Animal Care and Control has provided the City of Carson with animal control services since 1968. These services include providing kennel and animal shelter services, shelter and treatment of all animals, reptiles and fowl delivered to the shelter from within the boundaries of the City, impounding stray dogs and cats, disposal of dead animals and enforcement of state statutes and municipal animal control ordinances.

However, due to the County’s yearly cost increase, staff shortage, and prolonged response times

for animal control services and requiring City staff to respond instead, the Public Safety Services Division proposed the creation of an Animal Control Officer position.

On June 4, 2019, Council approved the Public Safety Services Division's proposal for creating an Animal Control Officer position to have full responsibility for field services only for the City leaving the L.A. County with the continuous responsibility to provide services outside of field services (i.e. kennel services, animal maintaining, recovery, veterinary and return to owner programs). Therefore, On January 28, 2020, the Public Safety Services Division presented to the Council an amended classification plan for the position of Animal Control Officer, which the Council approved and adopted.

At this time, staff is bringing a revised job specification for approval because during our last recruitment efforts there were a shortage of viable candidates. The staff completed an analysis of neighboring cities which led to the understanding that there was an association between increase of salary, education, and experience. Increasing the salary and education of Animal Control Officer is a strategic investment that will allow the City to attract and retain professionals which have the experience and skillset that the City requires. This increase will also contribute to cost-efficiency by reducing the Los Angeles County tier and cost. This will also enhance service delivery to the citizens of the City. These enhancements to the job classification aligns with the City's commitment to the well-being and safety of its residents.

A meet and confer was held with the American Federation of State, County and Municipal Employees Union (AFSCME), Local 809 regarding these changes and all agreed.

V. FISCAL IMPACT

The accrued savings from the vacant position will cover the cost. There is no fiscal impact with position going to the higher range.

VI. EXHIBITS

1. Resolution No, 24-014 (pgs. 3-4)
2. Job Classification Specs - Animal Control Officer - Proposed (pgs.5-7)
3. Job Classification Specs - Animal Control Officer - Redline (pgs. 8-10)

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