



Legislation Details (With Text)

File #: 2019-215 **Version:** 1 **Name:**
Type: Consent **Status:** Agenda Ready
File created: 2/14/2019 **In control:** City Council
On agenda: 2/19/2019 **Final action:**
Title: REPORT OUT ON MEET AND CONFER WITH AFSCME 1017 ON THE DE-FUNDING OF THE SENIOR COMMUNITY LIAISON POSITION AND THE TWO (2) COMMUNITY LIAISON POSITIONS AND THE RE-FUNDING OF THESE POSITIONS AS THREE (3) AT-WILL FIELD DEPUTIES; AND PROVIDE WRITTEN INFORMATION ON THE ASSISTANT TO THE CITY MANAGER POSITION (CITY COUNCIL)

Sponsors:

Indexes:

Code sections:

Attachments: 1. AFSCME 1017 - Concern Regarding Community Liaisons, 2. Assistant to City Manager Job Spec, 3. Principal Analyst Job Spec

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

Tuesday, February 19, 2019

Consent

SUBJECT:

REPORT OUT ON MEET AND CONFER WITH AFSCME 1017 ON THE DE-FUNDING OF THE SENIOR COMMUNITY LIAISON POSITION AND THE TWO (2) COMMUNITY LIAISON POSITIONS AND THE RE-FUNDING OF THESE POSITIONS AS THREE (3) AT-WILL FIELD DEPUTIES; AND PROVIDE WRITTEN INFORMATION ON THE ASSISTANT TO THE CITY MANAGER POSITION (CITY COUNCIL)

I. SUMMARY

As requested by the City Council, Staff held a Meet & Confer session with AFSCME 1017 regarding the defunding of the Senior Community Liaison position and the two (2) Community Liaison positions and the re-funding of these positions as three (3) unclassified, non-represented, non-management full time positions (one (1) Senior Field Deputy and two (2) Field Deputies). Staff was also requested to provide written information on the Assistant to the City Manager position.

It is important to note that the request by a majority of Council to place this item on a City Council agenda was made on January 28, 2019, prior to the effectiveness of Ordinance 18

-1823, which makes certain changes in how City Council agendas are set and approved.

II. RECOMMENDATION

RECEIVE and FILE the report out on the Meet & Confer with the American Federation of State, County and Municipal Employees Union (AFSCME), Local 1017 regarding the defunding and refunding of positions, as well as the written information provided on the Assistant to the City Manager position.

III. ALTERNATIVES

Take other action the Council deems appropriate.

IV. BACKGROUND

This item originated from a request by Mayor Pro Tem Hicks and Councilmembers Davis-Holmes and Dear for Staff to bring the City-Wide Department Organization Charts at the January 28 Special Meeting. The requests related to these specific positions arose during the discussion of the organization charts, and the Council approved a motion to request the actions and information described above. At the end of the January 28 Special Meeting, this item among others was requested to be reconsidered by Mayor Robles at the following City Council meeting. On February 5, the item was presented for reconsideration, which action failed. Therefore, the original motion and approval by Council stood. After the motion for reconsideration failed, there was extensive discussion of the nature of the original motion and request, and what specifically was being requested. The City Attorney read from a lengthy verbatim transcript recounting the January 28 discussion relative to the motion. In the end, it was confirmed and Council agreed that the original motion was that staff was requested to Meet & Confer with AFSCME 1017 within 5 day days to discuss the defunding of the Senior Community Liaison position and the two (2) Community Liaison positions and the re-funding of these positions as unclassified, non-represented, non-management full time positions (one (1) Senior Field Deputy and two (2) Field Deputies); and bring back information relative to the Assistant to the City Manager position.

Staff provided the information to AFSCME 1017 and AFSCME 1017 restated their objection to the requested de-funding/re-funding action (Exhibit 1).

Staff is confirming that the Assistant to the City Manager (Exhibit 2) was reclassified as of March 7, 2018 (item #2018-149) by City Council approval. The Assistant to City Manager was reclassified from Principal Administrative Analyst (Exhibit 3) (Salary Range 154 (\$8,058/month) to Assistant to the City Manager (Salary Range 163 (\$9,130/month) an increase of \$1,072/monthly. Both roles were and remain AFSCME, Local 1017 represented positions.

No open recruitment was conducted to fill the Assistant to the City Manager role. At the time of the reclassification, the Principal Administrative Analyst was and remains the Vice President of AFSCME Local 1017. Staff cannot confirm if a Meet & Confer with AFSCME 1017 was conducted for this reclassification.

V. FISCAL IMPACT

None.

VI. EXHIBITS

1. AFSCME 1017 Letter regarding Community Liaisons (pg. 3)
2. Assistant to the City Manager job spec (pgs. 4-6)
3. Principal Administrative Analyst job spec (pgs. 7-9)

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