



Legislation Details (With Text)

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Title: ADOPT RESOLUTION NO. 19-129 OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, REORGANIZING THE REPORTING STRUCTURE OF THE CITY MANAGER'S OFFICE (CITY COUNCIL)

Sponsors:

Indexes:

Code sections:

Attachments: 1. Reso 19-129

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

Tuesday, June 18, 2019

Consent

SUBJECT:

ADOPT RESOLUTION NO. 19-129 OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, REORGANIZING THE REPORTING STRUCTURE OF THE CITY MANAGER'S OFFICE (CITY COUNCIL)

I. SUMMARY

The City's resources are administered by the City Manager and are organized around eight departments - City Manager, Public Works, Finance, Human Resources, Community Development, Community Services, City Clerk and City Treasurer. The City Manager has assessed the City Manager Office during the past 30 days and is initiating the first of other decisions to follow to ensure greater efficiencies based upon City needs and staff resources. Staff has determined it is in the best interest of the City to establish a buffer in reporting requirements between represented employees and the City Manager. The City Manager is the final step in the administrative discipline process and cannot both issue discipline and serve as the Appeal Officer.

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.

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.

II. RECOMMENDATION

WAIVE further reading and ADOPT a Resolution No. 19-129, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, REORGANIZING THE REPORTING STRUCTURE OF THE CITY MANAGER'S OFFICE."

III. ALTERNATIVES

TAKE any other action deemed appropriate.

IV. BACKGROUND

City Manager Sharon Landers was appointed unanimously with a 5-0 vote by the City Council and joined the City on May 8, 2019. She is the first female City Manager in the history of the City. She serves as the Chief Executive Officer of the City, responsible for planning, directing, and managing all activities and operations of the City of Carson, ensuring that all public services are delivered in an efficient and effective manner. Per Section 403 of the City's Charter, the City Manager Powers and Duties include exclusive Management Authority - to maintain management control, and provide direction to all department heads, subordinate officers and employees of the City. To effect such administrative organization of offices, positions or units in the interest of efficient, effective and economical conduct of the City's business with concurrence of the city council. As such, the City Manager is exclusively responsible for all personnel matters.

Effectively immediately, the following reorganizational decisions have been made by the City Manager - The Director of Human Resources & Risk Management will report directly to the City Manager; the Public Information Office Administrator will report directly to the

Assistant City Manager of Administrative Services; and the Community Liaison Representatives, Clerical Assistants in the Field Deputy Office and all part-time and/or temporary part-time staff currently providing support to the City Council will report directly to the Assistant City Manager of Administrative Services.

V. FISCAL IMPACT

None.

VI. EXHIBITS

1. Resolution No. 19-129 (pgs. 4-6)

Prepared by: Faye Moseley, Director of Human Resources & Risk Management