



CITY OF CARSON

Legislation Text

File #: 2018-879, Version: 2

Report to Mayor and City Council

Tuesday, December 04, 2018

Consent

SUBJECT:

CONSIDER RESOLUTION NO. 18-172 REGARDING THE STATUS AND TITLE CHANGES TO THE POSITIONS OF FIELD DEPUTY AND SENIOR FIELD DEPUTY TO THE COMMUNITY LIAISON REPRESENTATIVE AND SENIOR COMMUNITY LIAISON REPRESENTATIVE (CITY COUNCIL) AND ASSIGN NEW CLASSIFICATIONS TO CONFIDENTIAL EMPLOYEE BARGAINING UNIT (CITY COUNCIL)

I. SUMMARY

Human Resources Department has met and conferred with AFSCME Local 1017, AFSCME Local 809 and CPSA employee organizations regarding the proposed title changes of Field Deputy and Senior Field Deputy to Community Liaison Representative and Senior Community Liaison Representative and reassigning these positions from unrepresented to represented by placement in the confidential employees bargaining unit represented by AFSCME 1017. The employee organizations have no objections to this change. Therefore, Staff is requesting that the City Council approve Resolution No. 18-172 (Exhibit No. 1) to adopt these title changes and reassignment to the confidential bargaining unit.

II. RECOMMENDATION

WAIVE further reading and ADOPT Resolution No. 18-172 "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE STATUS AND TITLE CHANGES TO THE POSITIONS OF FIELD DEPUTY AND SENIOR FIELD DEPUTY TO THE COMMUNITY LIAISON AND SENIOR COMMUNITY LIAISON.

III. ALTERNATIVES

1. TAKE any other action the City Council deems appropriate.

IV. BACKGROUND

On November 20, 2018, at the Direction of the City Council, staff was asked to meet and confer with American Federation of State, County and Municipal Employees (AFSCME) Local 1017 regarding the proposed representation status and title changes for the positions of Field Deputy and Senior Field Deputy (both currently unrepresented classifications) be converted to Community Liaison Representative and Senior Community Liaison Representative and assigned to the confidential employee bargaining unit as represented classifications.

As a result of the meet and confer process, AFSCME Local 1017 have agreed to the proposal of absorbing the new classifications in the confidential bargaining unit. The Field Deputy, Salary Range 248, (\$5,313 - \$6,780) which is currently an unclassified, unrepresented, "At-Will" classification, is being proposed to the new title of Community Liaison. The proposed title will also accompany a new status as a classified and represented position to better categorize the classification due to the highly sensitive and confidential interaction with the City Council and citizen engagement. The Senior Field Deputy, Salary Range 251, (\$5,723 - \$7,302) is also an unclassified, unrepresented, "At-Will" classification that is being proposed to the new title of Senior Community Liaison Representative. The proposed title will also accompany a new status as a classified and represented position to better categorize the classification due to the highly sensitive and confidential interaction with the City Council and citizen engagement.

In accordance with the City's Employer-Employee Relations Resolution, Human Resources gave notice to all affected employee organizations and met and conferred with AFSCME Local 1017, AFSCME Local 809 and CPSA regarding these changes and reached agreement. In accordance with the City's Municipal Code, classification specifications must be approved by the City Council in order to establish the proposed job title and status changes. Based on the recommendations from staff, the Field Deputy office will be eliminated to provide a more comprehensive focus on City projects with accountability to the City Manager's office.

V. FISCAL IMPACT

None. The salary and benefits for this classification is not being enhanced and remain as budgeted for FY 2018/19.

VI. EXHIBITS

1. Resolution No. 18-172, (pages 3 - 4)
2. CLR Job Description (pages 5 - 6)
3. SCLR Job Description (pages 7 - 8)

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