



CITY OF CARSON

Legislation Text

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Report to Mayor and City Council

Tuesday, October 01, 2019

Discussion

SUBJECT:

CONSIDER RESOLUTION NO. 19-166 TO DEFUND AND ELIMINATE THE ASSISTANT TO THE CITY MANAGER POSITION AND RESCIND ANY PROVISIONS IN ANY AND ALL RESOLUTIONS ESTABLISHING THE POSITION (CITY COUNCIL)

I. SUMMARY

At the request of Mayor Robles, this item is on the agenda. At the request of Mayor Pro Tem Cedric Hicks and Councilmembers Lula Davis-Holmes and Jim Dear an item requesting the status of the recruitment for the Assistant to the City Manager was placed on the September 10, 2019 Special Agenda for City Council. It was received and filed. At the request of Mayor Robles, that item was placed on the September 17, 2019 Agenda for reconsideration.

Staff is currently recruiting to back fill the Assistant to the City Manager role (per the attached job spec) due to a recent resignation. This report provides City Council with the actions required to effectuate Mayor Robles' proposal as well as an update on the recruitment.

II. RECOMMENDATION

CONSIDER RESOLUTION NO. 19-666 TO DEFUND AND ELIMINATE THE ASSISTANT TO THE CITY MANAGER POSITION AND RESCIND ANY PROVISIONS IN ANY AND ALL RESOLUTIONS ESTABLISHING THE POSITION (CITY COUNCIL).

III. ALTERNATIVES

Direct Staff to move forward with the recruitment for the Assistant to the City Manager position or take any action the City Council deems appropriate.

IV. BACKGROUND

This role is a critical position in the City Manager's Office responsible for compiling the City Council Agenda and staff reports, coordinating Legislative activities and Grant applications, updating SMPs and other special projects. The number of high level projects and initiatives in the City continues to grow and this position along with the two Assistant City Manager roles is essential for the success of the City Manager's Office.

To effectuate the proposed recommendation, the Council would need to make a motion to amend the FY19-20 Budget to remove the funding for the Assistant to the City Manager position. Thereafter, the Council would need to take action and direct Staff to eliminate the Assistant to the City Manager classification subject to the required Meet & Confer with AFSCME 1017.

To effectuate the proposed recommendation, the Council would need to make a motion to amend the FY19-20 Budget to remove the funding for the Assistant to the City Manager position. Thereafter, the Council would need to take action and direct Staff to eliminate the Assistant to the City Manager classification consistent with the requirements of the Meyers-Milius-Brown Act (MMBA) subject to the required Meet & Confer with AFSCME 1017.

The Assistant to the City Manager role became vacant as of August 15, 2019 due an employee resignation. A decision was made to back fill this role and the recruitment opened on August 14, 2019 and remains opened continuously at this time.

To date, 188 applicants have applied for the role, inclusive of 2 internal candidates. Thirteen (13) candidates were invited to the Oral Panel, conducted on September 19, 2019. Four (4) candidates have been identified from the Oral Panel to be invited to the Candidate Selection Interview. We anticipate having a candidate identified for this role by the end of the month.

V. FISCAL IMPACT

None.

VI. EXHIBITS

1. Assistant to the City Manager job spec (pgs. 3-5).
2. Resolution No. 19-166 (pgs. 6-8).

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