



CITY OF CARSON

Legislation Text

File #: 2022-644, Version: 1

Report to Mayor and City Council

Tuesday, July 19, 2022

Consent

SUBJECT:

CONSIDERATION OF RESOLUTION 22-153, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING A NEW JOB CLASSIFICATION SPECIFICATION AND SALARY ALLOCATION FOR EMERGENCY MANAGEMENT SPECIALIST (CITY COUNCIL)

I. SUMMARY

As a result of the Dominguez Channel odor incident as well as other recent emergency incidents, city staff have identified a need for enhanced support within the emergency services division. The work group is notably small but is tasked with tremendous responsibility for responding to incidents quickly in order to better serve the Carson community. As such, there is a need for specific expertise in the area of emergency services and management while also retaining traditional analyst skill sets within the division.

Staff is presenting new job specifications and salary allocation to the City Council for approval and adoption of the Emergency Management Specialist into the City's classification plan.

II. RECOMMENDATION

WAIVE further reading and ADOPT Resolution No. 22-153, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING A NEW JOB CLASSIFICATION SPECIFICATION AND SALARY ALLOCATION FOR EMERGENCY MANAGEMENT SPECIALIST"

III. ALTERNATIVES

TAKE any action deemed necessary.

IV. BACKGROUND

As a result of the Dominguez Channel odor incident as well as other recent emergency incidents, city staff have identified a need for enhanced support within the emergency services division. The work group is notably small but is tasked with tremendous responsibility for responding to incidents quickly in order to better serve the Carson community. As such, there is a need for specific expertise in the area of emergency services and management while also retaining traditional analyst skill sets within the division.

In composing the proposed job specifications, Human Resources personnel conducted in-depth research and analysis to determine the list of essential duties and corresponding qualifications. This included discussions with Emergency Services Division leadership and key personnel and evaluating comparable market data. HR personnel concluded that the new classification perform duties aligned with other classifications recognized as part of the Carson Professionals and Supervisors Association/Service Employees International Union, Local 721 representation.

As such, HR personnel are recommending the new classification to be allocated to Salary Range 409, \$5,392.00-\$6,882.00/month, as listed within CPSA/SEIU 721 salary schedule. This will ensure internal alignment with comparable classifications within the City.

Furthermore, HR personnel provided notice to CPSA/SEIU 721 leadership, and both the City and CPSA/SEIU 721 met and conferred, in good faith, on June 28th of 2022.

V. FISCAL IMPACT

There is no fiscal impact from the proposed amendments to the City classification plan.

VI. EXHIBITS

1. Resolution No 22-153 (pgs.3 - 4)
2. Emergency Management Specialist (Exhibit A to Resolution No. 22-153) (pgs. 5 - 7)

Prepared by: Robert Lennox, Assistant City Manager