



CITY OF CARSON

Legislation Text

File #: 2022-784, Version: 1

Report to Mayor and City Council

Tuesday, September 20, 2022

Consent

SUBJECT:

CONSIDERATION OF MULTIPLE RESOLUTIONS ADOPTING NEW JOB SPECIFICATIONS AND SALARY ALLOCATIONS AS PART OF THE PHASE I RESTRUCTURING PLAN (CITY COUNCIL)

I. SUMMARY

As part of the adopted budget approved by City Council on June 21, 2022, it has been deemed that multiple classification actions will need to be executed to fully execute the approved Phase I restructuring. This includes adoption of new job specifications, reclassification of current positions and updating existing job specs.

Staff is presenting two new job classifications to City Council for approval and adoption into the City's Classification plan. The new classifications are: Public Information Manager, and Innovation & Sustainability Manager.

II. RECOMMENDATION

WAIVE further reading and ADOPT the following Resolutions:

1. Resolution No. 22-189, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING NEW JOB SPECIFICATION AND SALARY ALLOCATION FOR PUBLIC INFORMATION MANAGER"
2. Resolution No. 22-191, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING NEW JOB SPECIFICATION AND SALARY ALLOCATION FOR

INNOVATION & SUSTAINABILITY MANAGER"

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III. ALTERNATIVES

TAKE another action that City Council deems appropriate.

IV. BACKGROUND

As part of the adopted budget approved by City Council on June 21, 2022, it has been deemed that multiple classification actions will need to be executed to fully execute the approved Phase I restructuring. This includes adoption of new job specifications, reclassification of current positions and updating existing job specs. Staff is presenting two new job classifications to City Council for approval and adoption into the City's Classification plan as follows:

- Public Information Manager, Range 503 (\$9,055.00 - \$11,557.00 Monthly), Confidential/Exempt
- Innovation & Sustainability Manager, Range 503 (\$9,055.00 - \$11,557.00 Monthly), Confidential/Exempt

Furthermore, staff provided notice of the listed items to the American Federation of State, County and Municipal Employees (AFSCME) Local 1017 leadership. Both the City and the bargaining unit met and conferred, in good faith, on September 1, 2022.

It should be noted that the Association of Management Employees (AME) voiced concerns with the proposed classifications and have contested the confidential designation and assignment of the employees into the AFSCME 1017 bargaining unit. However, staff believes both positions' scope of work and supervisory responsibilities warrant the designation and assignment. Neither impacted incumbent employees are current members of the AME bargaining group.

V. FISCAL IMPACT

There is no fiscal impact from the proposed amendments to the City classification plan, as all Phase I related personnel actions were already approved in the adopted Fiscal Year 2022-23 operating budget.

VI. EXHIBITS

1. Resolution No. 22- 189; Public Information Manager (pgs. 3 - 4)
2. Public Information Manager classification specification (Exhibit A to Resolution No. 22-189) (pgs. 5 - 8)
3. Resolution No. 22-191; Innovation & Sustainability Manager (pgs. 9 - 10)

4. Innovation & Sustainability Manager classification specification (Exhibit A to Resolution No. 22-191) (pgs. 11 - 13)

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