

City of Culver City, California
City Council Agenda Item Report

Meeting Date: 2/11/08		Item Number: <u>A-5</u>	
AGENDA ITEM: Adoption of a Resolution Adopting the Revised Employer-Employee Relations Policy and Rescinding Resolution No. CS - 7938			
Contact Person/Dept.: Serena Wright		Phone Number: (310) 253-5640	
Fiscal Impact: Yes ☐ No ☒		General Fund: Yes ☐ No ☒	
Public Hearing: ☐		Action Item: ☒	Attachments: ☒
Public Notification: Master Notification List (02/06/08)			
Department Approval: Serena Wright (02/04/08)		City Attorney Approval: Carol Schwab (by H. Baker) (02/06/08)	
Fiscal Impact Review: Jeff Muir (02/05/08)		City Manager Approval: Jerry B. Fulwood (02/06/08)	

RECOMMENDATION:

Staff recommends the City Council adopt a resolution adopting the revised employer-employee relations policy and rescinding Resolution CS – 7938.

BACKGROUND:

The Meyers-Milias-Brown Act (“MMBA”) was enacted to promote full communication and improve relations between public employers and their employees. The MMBA provides methods to resolve issues regarding conditions of employment and establishes procedures for recognition of labor organizations. The MMBA permits cities to adopt rules and regulations for the administration of employer – employee relations, however these rules must conform with the overall requirements contained in MMBA.

The City Council adopted an Employer-Employee Relations Resolution (“EER”) in 1979 to establish the procedures for designating units of employee classifications and for recognizing employee representatives in accordance with MMBA.

There are currently six (6) recognized bargaining units:

- Culver City Employees’ Association
- Culver City Management Group
- Culver City Firefighters’ Local 1927, AFL-CIO
- Culver City Fire Management Group
- Culver City Police Officers’ Association
- Culver City Police Management Group

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DISCUSSION:

For the past year, staff has worked with legal counsel in order to update the EER. Each of the six (6) bargaining units has been provided the opportunity to review and meet and confer over the proposed changes (which process led to additional refinements of the proposed resolution).

The specific changes include:

- An expanded definition of terms
- Sections outlining employee and City rights and responsibilities
- Clarified procedures on establishing and modifying bargaining units
- Process to decertify and recognize an employee organization as the exclusive bargaining unit representative
- Impasse procedures

FISCAL ANALYSIS:

There is no fiscal impact associated with this report.

ATTACHMENTS:

1. Resolution and Exhibit A

MOTION:

That the City Council:

Adopt a resolution adopting the revised Employer – Employee Relations policy and rescinding Resolution CS – 7938.