

MEETING DATE: 11/23/09

AGENDA ITEM: Consideration of a Recommendation from the Civil Service Commission to (1) Discuss the Issues Related to Consistency of Classification Specifications and (2) Consider Submitting a Charter Amendment for Consideration by the Electors at the April 13, 2010 Municipal Election.

ATTACHMENTS

Pages

1. Excerpt minutes from the October 7, 2009 Civil Service Commission meeting

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ATTACHMENT 1

UNOFFICIAL MINUTES EXCERPT

REGULAR MEETING OF THE
CIVIL SERVICE COMMISSION,
CITY OF CULVER CITY,
CALIFORNIA

October 7, 2009
7:00 P.M.

Call to Order & Roll Call

The meeting of the Civil Service Commission was called to order at 7:00 P.M.

Present: Chair Sharon Zeitlin
Vice Chair Dan Gallagher
Commissioner Richard Ochoa
Commissioner Sandy Stivers
Commissioner Michael Whitaker

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Action Items

Item A-4

Consistency of Classification Specifications and Commission Recommendation to City Council

Staff provided a summary of the material of record.

Discussion between staff and the Commission included: ranking the suggestions before presenting to the City Council; allowing the Council more latitude; the implications of proposed actions and unintended consequences; the purpose of Civil Service in government; concern with providing a means to remove Civil Service protection from the three classifications; a suggestion to create new classifications exempt from Civil Service if warranted; preferences for options; efforts to rectify a system of unfairness in the Deputy classifications; clarification that not all Federal employees are protected by Civil Service; concern with City budget issues; background and the context for the issue; other inconsistencies and a request for organization charts for each department and time to review them before taking action; clarification regarding which positions in the City

are classified; and concern that positions might be overlooked.

Desmond Burns, President of The General Service Unit, indicated that he wanted to see all positions classified.

Further discussion between staff and the Commission included: concern with delaying the issue any further; concern that the issue be addressed thoroughly and completely; timing issues and deadlines with the election; a feeling that the Deputy classifications are an isolated incident; concern that information has been lacking and additional information will not be forthcoming; a suggestion to include background on the item and remind the Council that they wanted a consistent organizational structure; concerns with option 2; a desire for a comprehensive report; staff assistants; updating and clarifying staff assistant language; taking out specific positions vs. taking out a class specification; staff agreement to provide information regarding consistency across departments; and clarification that no Deputy positions have been filled since 2008.

Commissioner Whitaker moved to recommend to the City Council that they look at options 3 or 1 in that order. Commissioner Ochoa seconded the motion and the discussion continued.

Chair Zeitlin proposed an amendment to include encouragement to the Council to look at other classifications as well.

Commissioner Whitaker rejected the amendment as he felt that was a separate issue that should be addressed as the need arises.

Additional discussion between staff and the Commission included: how and when the issue of consistency would be addressed.

MOVED BY COMMISSIONER WHITAKER AND SECONDED BY COMMISSIONER OCHOA THAT THE CIVIL SERVICE COMMISSION MAKE A RECOMMENDATION TO THE CITY COUNCIL TO LOOK AT OPTIONS 3 AND 1 IN THAT ORDER. THE MOTION PASSED BY THE FOLLOWING VOTE:

AYES: Ochoa, Whitaker, Zeitlin
NOES: Gallagher and Stivers