



City of Culver City

Staff Report

File #: 22-786, Version: 1

Item #: A-4

(1) Discussion on Changing the Labor Representative Seat from a One-Year Term to a Two-Year Term; (2) Determine Next Steps; and (3) Provide Direction to Staff as Deemed Appropriate

Meeting Date: February 22, 2022

Contact Person/Dept: Steven V. Pham / Interim Human Resources Director

Phone Number: (310) 253-5640

Fiscal Impact: Yes No

General Fund: Yes No

Public Hearing: **Action Item:** **Attachments:**

Public Notification: (E-Mail) Meetings and Agendas- City Council (02/18/2022); (E-Mail) Meetings and Agendas- Equity & Human Relations Advisory Committee (02/18/2022); (E-Mail) All City Staff (02/18/2022)

Department Approval: Onyx Jones, Assistant City Manager (02/18/2022)

RECOMMENDATION

Staff recommends that the Equity and Human Relations Advisory Committee (EHRAC) (1) discuss changing the Labor Representative seat from a one-year term to a two-year term; (2) determine next steps; and (3) provide direction to staff as deemed appropriate.

BACKGROUND/DISCUSSION

During the January 25, 2022 regular meeting, Chair Rebecca Rona achieved consensus to agendize this item at the February 25, 2022 regular meeting. The EHRAC is comprised of seven members at large, one labor representative, and one youth representative, for a total of nine members on the Committee.

The Labor Representative is a member of one of the City's six employee bargaining units. Any employee who is a member of the Culver City Employee's Association (CCEA), the Culver City Management Group (CCMG), the Culver City Firefighter's Association, the Culver City Fire Management Group, the Culver City's Police Officer's Association (POA), or the Culver City Police Management Group (PMG), may apply directly to the City Clerk's Office to be considered for the one designated Labor seat.

Per the EHRAC bylaws, the Labor Representative shall serve a one-year term and shall serve a maximum of two consecutive terms. If a member serves a partial term of more than six months, it shall be considered a full term for the purpose of the Bylaws.

Chair Rebecca Rona achieved consensus to agendize this action item for the entire committee to discuss

changing the Labor Representative seat from a one-year to a two-year term. If the EHRAC determines it wishes to do so, a recommended change to the Bylaws would need to go to City Council for approval.

FISCAL ANALYSIS

There is no fiscal impact associated with this agenda item.

ATTACHMENTS

1. Equity and Human Relations Advisory Committee Bylaws

MOTION

That the Equity and Human Relations Advisory Committee:

1. Discuss changing the Labor Representative seat from a one-year term to a two-year term;
2. Determine next steps;
3. Provide direction to staff as deemed appropriate.