



City of Culver City

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Staff Report

File #: 16-153, **Version:** 1

Item #: A-1.

Approve Proposed Amendment to Finance Advisory Committee Bylaws for Transmittal to City Council.

Meeting Date: September 14, 2016

Contact Person/Dept: Jeff Muir, Chief Financial Officer

Phone Number: (310) 253-5865

Fiscal Impact: Yes ☐ No ☒

General Fund: Yes ☐ No ☒

Public Hearing: ☐ **Action Item:** ☒ **Attachments:** ☒

Public Notification: (E-Mail) Meetings and Agendas - Finance Advisory Committee (09/09/2016)

Department Approval: Jeff Muir, Chief Financial Officer (09/09/16)

RECOMMENDATION

Staff recommends that the Finance Advisory Committee (FAC) approve proposed amendments the FAC Bylaws with regards to term limits for bargaining level employee groups.

BACKGROUND/DISCUSSION

At the August 10, 2016 meeting of the Finance Advisory Committee, the Chief Financial Officer proposed several revisions to the FAC Bylaws, primarily in the areas of term limits. Per the FAC Section II.A.1. of the Finance Advisory Committee Bylaws, the composition of the FAC shall consist of up to nine (9) members with two (2) being labor representatives appointed as follows:

- c. The Labor Representatives shall consist of: one (1) member from either the Culver City Employee's Association, the Culver City Firefighter's, or the Culver City Police Officer's Association; and one (1) member from either the Culver City Management Group, the Culver City Police Management Group, or the Culver City Fire Management Group.

Section II.B.1. further defines the terms of office for as follows:

1. Initially, one (1) Resident Member, one (1) Business Community Member, one (1) labor representative and the member appointed by CCUSD shall serve until June 30, 2014 with the remaining seats serving until June 30, 2016. Thereafter,

members shall serve four year overlapping terms.

Since the FAC's inception, the Labor Representatives have been recommended by way of an agreed-upon rotation order from among the (1) staff-level bargaining groups and (2) management-level bargaining groups. The rotation for the staff level bargaining group began with the Culver City Employees Association (CCEA) and rotated to the Culver City Firefighters (CCFFA). For 2014-2016, split term appointments were granted at the request of the bargaining unit due to concerns of employees' time commitment. Firefighter Mauricio Blanco was appointed for the first half of the CCFFA rotation (July 1, 2014 - June 30, 2015) and Firefighter Bryan Sua was appointed for the second half of the two-year appointment (July 1, 2015 - June 30, 2016). The rotation for the Management Level Bargaining group seat began with the Culver City Police Management Group (CCPMG) and then rotated to the Culver City Management Group (CCMG). For 2014-2016, split term appointments were granted at the request of the bargaining unit due to concerns of employees' time commitment. Joe Susca was appointed for the first half of the rotation (July 1-2014-June 30, 2015) and Jane Leonard was appointed for the second half of the two-year appointment (July 1, 2015 - June 30, 2016).

At the FAC meeting on March 9, 2016, members expressed concern with split terms due to already shortened staff level bargaining group terms per FAC bylaws at two years rather than four, which are further abbreviated with this practice. One-year appointments have created an accelerated turnover at the point where the appointees are at the height of the adjustment period. Rather, the FAC has resolved that term splits should be discontinued for future employee bargaining group seats to the Committee.

The discussion of Labor Representative Members' term limits was continued to the FAC Meeting on April 13, 2016, at which time it was requested that Members Leonard and Sua confer with their bargaining groups on the potential of extending their terms by another year for continuity. This recommendation was agreed upon by management level representatives from CCMG, CCPMG and CCFMG and by the staff level representatives CCFFA, CCPOA and CCEA. City Council approved the recommendation to continue the terms of Member Sua (staff-level representative) and Member Leonard (management-level representative) through June 30, 2016.

The Chief Financial Officer has discussed the issue of Labor Representative term limits with all bargaining groups, and recommends (a) the informal rotation cycle within the bargaining level groups for appointments to the FAC be discontinued and instead allow each to reach consensus among themselves for their respective appointed representative and; (b) to amend the term limits for Labor Representative appointments to a minimum of two years with no maximum.

ATTACHMENTS

1. Finance Advisory Committee Bylaws - Proposed Amendments

MOTION

That the name FAC:

1. Discuss Proposed Amendments to the Finance Advisory Committee Bylaws;
2. Provide Feedback to Staff; and
3. Authorize transmittal to City Council.