



City of Culver City

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Staff Report

File #: 16-236, **Version:** 1

Item #: C-3.

CC - Adoption of a Resolution Amending the Bylaws of the Finance Advisory Committee.

Meeting Date: October 10, 2016

Contact Person/Dept: Jeff Muir/Finance Department
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Fiscal Impact: Yes ☐ No ☒

General Fund: Yes ☐ No ☒

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

Commission Action Required: Yes ☐ No ☒

Public Notification: (E-Mail) Meetings and Agendas - City Council (10/04/16); (Email) Meetings and Agendas - Fiscal and Budget Issues (10/04/16)

Department Approval: Jeff Muir (10/04/16)

RECOMMENDATION

Staff recommends the City Council review and approve the Finance Advisory Committee's recommended amendments to the Finance Advisory Committee (FAC) Bylaws, primarily to remove term limits for the two seats designated for labor representatives, and adopt the related Resolution.

BACKGROUND/DISCUSSION

At the August 10, 2016 meeting of the FAC, the Chief Financial Officer proposed several revisions to the FAC Bylaws, primarily in the areas of term limits. Per 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, recommending: (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. The FAC approved the recommendations at its meeting held on September 14, 2016.

FISCAL ANALYSIS

There is no fiscal impact associated with discussion and approval of this item.

ATTACHMENTS

1. Proposed Resolution amending the Finance Advisory Committee Bylaws (including Exhibit A - the amended Bylaws)

MOTION

That the City Council:

Adopt a Resolution amending the Bylaws of the Finance Advisory Committee.