



City of Culver City

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Staff Report

File #: 21-411, **Version:** 1

Item #: A-1.

CC - Consideration of the City Council Ad Hoc Equity Subcommittee's Recommendation Regarding: (1) Adoption of a Resolution Amending the Bylaws of the Equity and Human Relations Advisory Committee and the Finance Advisory Committee Pertaining to the Appointment Process for the Labor Representative Seat; and (2) Reconsideration of the Current Labor Seat Representative Appointment to the Equity and Human Relations Advisory Committee; and (3) Provide Direction to the City Clerk as Deemed Appropriate.

Meeting Date: October 26, 2020

Contact Person/Dept: Jeremy Green/City Clerk

Phone Number: (310) 253-5851

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 (10/21/2020); Equity and Human Relations Advisory Committee (10/21/2020); Financial Advisory Committee (10/21/2020); Culver City Employees Association (10/21/2020); Culver City Management Group (10/21/2020); Culver City Firefighters' Association (10/21/2020); Culver City Fire Management Group (10/21/2020); Culver City Police Officers' Association (10/21/2020); Culver City Police Management Group (10/21/2020)

Department Approval: Serena Wright-Black, Assistant City Manager (10/21/2020)

RECOMMENDATION

The City Council Ad Hoc Equity Subcommittee recommends the City Council: (1) adopt a Resolution amending the Bylaws of the Equity and Human Relations Advisory Committee and the Finance Advisory Committee pertaining to the appointment process for the Labor Representative seat; (2) reconsider the current Labor Representative appointment to the Equity and Human Relations Advisory Committee; and (3) provide direction to the City Clerk as deemed appropriate.

BACKGROUND/DISCUSSION**Amending the Bylaws of the Equity and Human Relations Advisory Committee (EHRAC) and Finance Advisory Committee (FAC)**

At the City Council meeting held on September 21, 2020, Council Member Daniel Lee received consensus for the Ad Hoc Equity Subcommittee ("Subcommittee") to review the process of appointing City employees to the EHRAC and FAC designated labor representative seats, and make recommendations to the City Council.

As to the FAC, the current process allows each of the City's six recognized bargaining units to collectively agree on the appointment of one non-management employee and one management employee to each serve a two-year term on the FAC. The same process was used for the selection of one employee to serve a one-year term on the EHRAC. These bargaining group selections are then referred to the City Council for final approval and confirmation.

The Subcommittee recommends that these designated Labor seats are filled in the same manner as other Commission, Board, and Committee (CBC) seats. This public process would provide greater transparency allowing City Council to properly vet candidates and members of the public to review potential candidates' qualifications and interests. Specifically, employees who are interested in being considered for appointment to a vacant seat on the FAC or the EHRAC shall submit an application to the City Clerk's Office during the regular CBC recruitment process. All qualified applications will then be provided to City Council for consideration and appointment. The Subcommittee is recommending that all appointments are filled through this standard process. The amended Bylaws (redlined) reflecting the above changes are attached as Attachments 1 and 3, with the proposed final versions of the amended Bylaws attached to the proposed Resolutions (Attachments 2 and 4).

Equity & Human Relations Advisory Committee Labor Representative Appointment

The EHRAC is a new advisory body to the City Council and/or the City Manager, established in January 2020 to recommend programs, policies, and activities that promote positive human relations and equitable outcomes and opportunities in all aspects of community life. The membership includes nine members as follows: seven Members-at-Large, one Labor Representative and one Youth Representative.

At the June 8, 2020 City Council Meeting, members were appointed to various Commissions, Boards and Committees (CBCs) during the annual process to fill seats.

This included all positions of the new Equity and Human Relations Advisory Committee, except for the Labor Representative position, which required additional discussion between the bargaining units. The bargaining units recommended the appointment of Lt. Luis Martinez as the Labor Representative to serve a one-year term, through June 30, 2021.

Since Lt. Martinez' confirmation on July 13, 2020 there have been a number of concerns expressed by community members. The Subcommittee is recommending that City Council reconsider this appointment to allow the EHRAC to focus on meeting its goals and objectives during this important inaugural year.

FISCAL ANALYSIS

None.

ATTACHMENT

1. 2020-07-13_ATT_1_Amended EHRAC Bylaws-Redlined
2. 2020-07-13_ATT_2_Proposed Resolution Amending EHRAC Bylaws
3. 2020-07-13_ATT_3_Amended FAC Bylaws-Redlined
4. 2020-07-13_ATT_4_Proposed Resolution Amending FAC Bylaws

MOTION

That the City Council:

1. Adopt a Resolution amending the Equity and Human Relations Advisory Committee Bylaws; and
2. Adopt a Resolution amending the Finance Advisory Committee Bylaws; and
3. Reconsider the Appointment of Lt. Luis Martinez to the Labor Seat on the Equity and Human Relations Advisory Committee; and
4. Provide direction to the City Clerk as deemed appropriate.