



# City of Culver City

Mike Balkman Council  
Chambers  
9770 Culver Blvd.  
Culver City, CA 90232

## Staff Report

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**File #:** 22-966, **Version:** 1

**Item #:** A-1

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**(1) Consider a Recommendation to City Council to Amend the EHRAC Bylaws to Change the Term of the Labor Representative Seat to Allow for Up to a Three-Year Term; and (2) Provide Direction to Staff as Deemed Appropriate**

**Meeting Date:** April 26, 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 (04/21/2022); (E-Mail) Meetings and Agendas- Equity & Human Relations Advisory Committee (04/21/2022); (E-Mail) All City Staff (04/21/2022)

**Department Approval:** Onyx Jones, Assistant City Manager (04/21/2022)

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### **RECOMMENDATION**

Staff recommends the Equity and Human Relations Advisory Committee (EHRAC): (1) consider a recommendation to City Council to amend the EHRAC Bylaws to change the term of the labor representative seat to allow for up to a three-year term; and (2) provide direction to staff as deemed appropriate.

### **BACKGROUND/DISCUSSION**

During the February 22, 2022 regular meeting, Chair Rona achieved consensus to agendize an item at the March 22, 2022 regular meeting for a continued discussion of changing the Labor Representative Seat from a one-year term to a two-year term. This item was initially placed on the January 25, 2022 regular meeting agenda for discussion. 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.

During the March 22, 2022, the EHRAC requested that staff review a Bylaw change such that the term of the Labor Representative Seat be one year with the option to remain in the seat for up to a three-year term. On page three of the current Bylaws under "Terms of Office," the Labor Representative Seat reads:

*"Labor Representative: This Member shall serve a one-year term, and shall serve a maximum of two consecutive terms. If a Member serves a partial term in excess of six months, it shall be considered a full term for the purpose of thee Bylaws."*

Staff is recommending the following amendment in this section of the Bylaws for the EHRAC to discuss and approve during the April 26, 2022 regular meeting:

*“Labor Representative: This Member shall serve a one-year term, and shall serve a maximum of three consecutive terms, with the option of opting out of the seat at the end of the first or second term. If a Member serves a partial term in excess of six months, it shall be considered a full term for the purpose of the Bylaws.”*

This recommended change to the EHRAC Bylaws will need to go to City Council for review and approval.

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.

### **FISCAL ANALYSIS**

There is no fiscal impact associated with this agenda item

### **ATTACHMENTS**

1. EHRAC Current Bylaws
2. EHRAC Redline Edits to Current Bylaws

### **MOTION**

That the Equity and Human Relations Advisory Committee:

1. Consider a recommendation to City Council to amend the EHRAC Bylaws to change the term of the Labor Representative Seat to allow for up to a three-year term;
2. Provide direction to staff if deemed appropriate.