



Agenda Report

MEETING DATE: Tuesday, April 27, 2021

TO: City Council

FROM: DEPUTY CITY MANAGER MANNING

SUBJECT: RESOLUTION APPROVING NEW POLICE MANAGEMENT GROUP

STATEMENT OF ISSUES:

A petition was filed to recognize a new employee organization to meet and confer with the City on matters within the scope of representation including wages, hours, and other terms and conditions of employment.

RECOMMENDED ACTION:

It is recommended that the City Council approve a resolution approving the proposed Police Management Group which will consist of the Assistant Police Chief and Police Captain classifications.

DISCUSSION:

The City of Watsonville has over 400 employees who are represented by employee organizations for matters related to employment conditions and employer-employee relations including, but not limited to wages, hours, and other terms and conditions of employment. The current employee organizations in the City include Management, Mid-Management, Confidential, SEIU Local 521, Operating Engineers Local No. 3, International Association of Firefighters Local 1272, Police Officers' Association, and Public Safety Mid-Management. Some of these units are represented by outside organizations. At-will employees such as department directors are not represented by an employee organization.

Per the City's Employer Employee Relations Resolution or EERR (56-08 CM) which provides "orderly procedures for the administration between the City and its employee organizations", employees have the right to file a petition requesting formal recognition for an employee organization. A petition was received requesting recognition for the formation of a new unit titled "Police Management Group". This group is proposed to consist of the Assistant Police Chief and the Police Captain job classifications. These classifications are currently represented by the Management Unit. Due to the unique employment conditions of sworn positions and the nature of police work, they are petitioning to form a new group where members will have more in common such as skills, qualifications, working conditions, and job duties. This Group will not be affiliated with any regional, state, national, or international organization.

Per the EERR, the petition was reviewed by the City Manager acting in the role of Municipal Employee Relations Officer and it was determined that the petition meets the required criteria of the resolution. Per the resolution, 30 days was provided for other employee organizations had the opportunity to file a competing request to represent these classifications. No competing requests were received.

If approved, this Police Management Group will continue under the current Management Unit Memorandum of Understanding which is set to expire on June 30, 2021 until a new MOU is negotiated.

FINANCIAL IMPACT:

There will not be any direct financial impacts related to approving a new employee organization.

ALTERNATIVE ACTION:

None.

ATTACHMENTS AND/OR REFERENCES (If any):

None.