

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the exemption of one Assistant General Manager (Class Code 1745) position for the Personnel Department from the Civil Service provisions of the City Charter.

Recommendation for Council action:

APPROVE the exemption of one Assistant General Manager (Class Code 1745) position for the Personnel Department from the Civil Service provisions of the City Charter pursuant to Charter Section 1001(b).

Fiscal Impact Statement: None submitted by the Mayor. Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

TIME LIMIT FILE - FEBRUARY 20, 2019

(LAST DAY FOR COUNCIL ACTION - FEBRUARY 20, 2019)

Summary:

On February 6, 2019, your Committee considered a January 29, 2019 communication from the Mayor relative to the exemption of one Assistant General Manager (Class Code 1745) position for the Personnel Department from the Civil Service provisions of the City Charter pursuant to Charter Section 1001(b). According to the Mayor, the Assistant General Manager position was previously approved for exemption pursuant to Charter Section 1001(b) by Council on August 31, 2016 (Council File No. 15-1551) and was subsequently filled. Charter Section 1001 (b)(1) requires that, "When the position is vacated, the exemption shall terminate unless reauthorized in accordance with this subsection."

The current Assistant General Manager incumbent has advised the Personnel Department of his intention to retire by February, 2019, and the position has not been deleted from the count. Charter Section 1001(b) allows up to 150 persons to be exempt, of which 141 are approved. There are an additional 50 exempt positions that have been added by Council pursuant to Charter Section 1001(b)(4), of which 14 are filled. Approval of this request will not increase the count. As of January 29, 2019, this request will be in the 147th position of the 150 exemptions. Also, this position was authorized and funded in the 2018-19 Budget.

As the City Engagement Officer, the position will report directly to the General Manager of the Personnel Department; assist in overseeing the planning, implementation, monitoring, evaluation, and overall administration of several divisions within the Personnel Department, which include, but are not limited to:

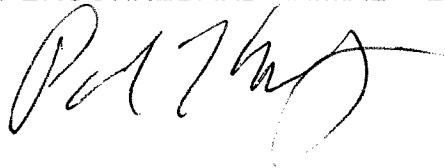
- Classification, Selection, Employment Services, and Recruitment
- Leading Citywide initiatives such as:

- Department Leadership - Provide services to City employees in an open and transparent manner to build cooperative partnerships, foster effective working relationships, and strengthen partnerships between Department leaders citywide.
- Employee Development - Implement a comprehensive strategy to empower the 50,000-member workforce, centered on recruiting, onboarding, retaining, and training new talent to fulfill the vision of the organization.
- Evaluate currently implemented City programs and initiatives designed to support City employees, while working to develop improvements to these programs to increase staff engagement, maintain accountability, and improve employee performance while delivering services to their customers.
- City Organizational Development - Continually evaluate and improve business processes to ensure that the City organization's mission and vision are promoted in each department, while concurrently working to enhance both short-term and long-term human resource management needs by recommending innovative and strategic solutions.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the exemption as detailed in the above recommendation. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



MEMBER VOTE

KORETZ: YES

SMITH: YES

PRICE: YES

ARL

2/6/19

-NOT OFFICIAL UNTIL COUNCIL ACTS-