

RESOLUTION NO. RES-24-0180

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH APPROVING THE TEMPORARY INTERIM CONTINUATION OF CITY CHARTER ARTICLE XI (CIVIL SERVICE DEPARTMENT), WITH THE EXCEPTION OF SECTION 1101(F), AND CIVIL SERVICE RULES AND REGULATIONS, WITH THE EXCEPTION OF SECTION 116, UNTIL THE AGREED UPON MEET AND CONFER PROCESS WITH THE CITY'S EMPLOYEE ASSOCIATIONS HAS CONCLUDED, BEFORE IMPLEMENTING THE VOTER APPROVED REVISIONS TO THE CIVIL SERVICE RULES AND REGULATIONS AS DESCRIBED IN MEASURE JB, WITH THE EXCEPTION OF PROVIDING THE CITY MANAGER ADMINISTRATIVE AUTHORITY OVER CIVIL SERVICE FOR THE PURPOSE OF APPOINTING AN INTERIM EXECUTIVE DIRECTOR; REQUESTING THE CIVIL SERVICE COMMISSION TO CONTINUE CONDUCTING REGULARLY SCHEDULED CIVIL SERVICE COMMISSION MEETINGS; AND, AMENDING THE CITY SALARY RESOLUTION TO TEMPORARILY INCREASE COMPENSATION FOR CIVIL SERVICE COMMISSIONERS

WHEREAS, a Charter Amendment Proposition was placed before the voters on the November 5, 2024 General Municipal Election; and

WHEREAS, this Charter Amendment will combine the Civil Service and Human Resources Departments into one unified department to manage all employee recruitment, hiring, and certifications; and establish an independent Civil Service Employee

1 Rights and Appeals Commission to resolve complaints regarding Civil Service rules, to
2 adjudicate classified employee disciplinary appeals; and to implement classified hiring
3 preferences for Long Beach residents, students from local colleges and universities,
4 current employees, and certain internships/apprenticeships, Measure "JB"; and

5 WHEREAS, although official election results have not yet been certified by
6 the Los Angeles County Registrar-Recorder's Office, preliminary results show votes
7 61.75% in favor of Measure JB; and

8 WHEREAS, upon certification of the official ballot results of Measure JB by
9 the Los Angeles County Registrar-Recorder's Office, which must be certified within 30 days
10 of the election and tentatively scheduled to be certified on December 3, 2024, the
11 Department of Human Resources will begin managerial and general oversight of the Civil
12 Service Department; and

13 WHEREAS, the proposed changes to the City Charter take effect after being
14 accepted and filed by the Secretary of State and the City requests the temporary
15 continuation of the current City Charter Article XI (Civil Service), with the exception of
16 Section 1101(f), and current Civil Service Rules and Regulations, with the exception of
17 Section 116, to allow for adequate time to conduct the meet and confer process as agreed
18 to with the City's employee associations, before implementation of the voter approved
19 revisions of the Civil Service Rules and Regulations as described in Measure JB, with the
20 exception of providing the City Manager administrative authority over Civil Service for the
21 purpose of appointing an interim Executive Director;

22 NOW, THEREFORE, the City Council of the City of Long Beach resolves as
23 follows:

24 Section 1. The City Council approves the continuation of City Charter
25 Article XI (Civil Service), with the exception of Section 1101(f), and Civil Service Rules and
26 Regulations, with the exception of Section 116, for a temporary interim period until the City
27 concludes the agreed upon meet and confer negotiation process with its employee
28 organizations, and before implementing the changes described in Measure JB (with the

1 exception of providing the City Manager administrative authority over Civil Service for the
2 purpose of appointing an interim Executive Director) relating to consolidating the Civil
3 Service and Human Resource Departments into one unified hiring department,
4 establishing an independent Civil Service Employee Rights and Appeals Commission and
5 implementing classified hiring preferences. The recommendation also requests the City
6 Council to approve revisions to the Civil Service Rules and Regulations to reflect the
7 changes described in Measure JB and agreements with employee organizations, to
8 support a timely and efficient transition of the Civil Service system to be administered by
9 the Department of Human Resources upon conclusion of the meet and confer process.
10 Following completion of the meet and confer process, Civil Service Management staff,
11 represented by Long Beach Management Association, will immediately integrate into the
12 Human Resources Department and the Unrepresented Management position, Executive
13 Director – Civil Service, shall be inactivated.

14 Section 2. The City Council requests the Civil Service Commission to
15 continue conducting regularly scheduled Civil Service Commission meetings to approve
16 agendized items brought forth by Civil Service Staff.

17 Section 3. Additionally, the City Council further requests amending City
18 Salary Resolution No. RES-24-0127 to increase the maximum compensation allowable for
19 the 2024 calendar year for Civil Service Commissioners from Seven Thousand Dollars
20 (\$7,000) to Eight Thousand Dollars (\$8,000).

21 Section 4. This resolution shall take effect immediately upon its adoption
22 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

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I hereby certify that the foregoing resolution was adopted by the City Council
of the City of Long Beach at its meeting of November 19, 2024, by the
following vote:

Ayes: Councilmembers: Zendejas, Allen, Duggan, Supernaw,
Kerr, Saro, Uranga, Austin.

Noes: Councilmembers: None.

Absent: Councilmembers: Ricks-Oddie.

Recusal(s): Councilmembers: None.


City Clerk