

CITY OF OAKLAND
AGENDA REPORT

OFFICE OF THE CITY CLERK
CITY OF OAKLAND

2005 APR 14 PM 5:31

TO: Office of the City Administrator
ATTN: Deborah Edgerly, City Administrator
FROM: Finance and Management Agency, Office of Personnel Resource Management
DATE: April 26, 2005
RE: A RESOLUTION RECOMMENDING TO THE CIVIL SERVICE BOARD THAT
THE CLASSIFICATION OF CHIEF CONSERVATOR BE EXEMPTED FROM
THE OPERATION OF THE CIVIL SERVICE

SUMMARY

A resolution has been prepared for consideration by the City Council recommending to the Civil Service Board that the classification of Chief Conservator be exempted from the operation of the Civil Service. This is a new classification.

FISCAL IMPACTS

There are no fiscal impacts associated with this recommended action.

BACKGROUND

Oakland City Charter Section 902(f) authorizes the City Council to recommend for Civil Service Board approval, the exemption of classifications from the requirements and tenure of Civil Service. Management positions are typically exempt from Civil Service allowing the City Administrator to have greater flexibility in the appointment of staff and the opportunity to respond quickly to Mayor and City Council priorities.

A classification study was performed, and it was determined that a new classification of Chief Conservator was necessary to reflect the responsibility for the overall administration of the Conservation Division of the Museum. This position serves as a member of the Museum's Senior Staff along with the Chief Curators. This position is at a level equivalent to Chief Curator positions in other divisions of the Museum. IFPTE Local 21 agrees that this position should be exempt from Civil Service.

KEY ISSUES AND IMPACTS

The nature and scope of responsibilities in management classifications are broad and individuals in these positions must deal with the most challenging and complex policy issues. Management level positions are responsible for sensitive and confidential matters that require substantial tact, discretion, and diplomacy. Such positions receive a high level of compensation based upon their technical and programmatic expertise. Incumbents also have the authority to speak on behalf of

Item # _____
Finance and Management Committee
April 26, 2005

A resolution recommending that the classification of Chief Conservator be exempted from Civil Service

the City on matters requiring trust and confidence in staff; the public perceives the authority and responsibility of these positions to be influential. The goals and priorities of Council and other elected officials may change and require rapid accommodation and the appointing authorities need to have the fullest ability to select staff whose skills, experiences and knowledge closely mirror the requirements of the Mayor, City Council, and citizens of Oakland.

SUSTAINABLE OPPORTUNITIES

None.

DISABILITY AND SENIOR CITIZEN ACCESS

None.

RECOMMENDATION AND RATIONALE

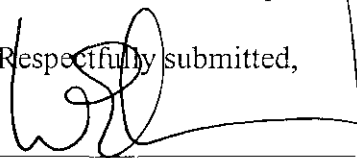
Article IX, Section 902 of the Charter of the City of Oakland authorizes the Council to recommend job classifications for exemption from the Classified Service. Appointing authorities in the City require the flexibility to appoint management staff and hold them accountable for attaining the goals of the Mayor and City Council. Therefore, we respectfully recommend the exemption of the classification of Chief Conservator based upon the description and rationale provided below:

Chief Conservator: manages, plans, organizes and directs the work of the Conservation program at the Oakland Museum of California; manages, directs and performs advanced conservation activities and related services associated with the preservation, examination, treatment, and maintenance of Museum collections; manages and coordinates special projects; manages, hires, trains, supervises and evaluates professional and technical staff; and performs related duties as assigned.

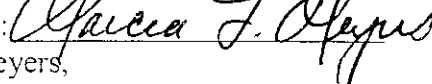
ACTION REQUESTED OF THE CITY COUNCIL

Staff recommends that the City Council approve the resolution recommending to the Civil Service Board that the afore-mentioned classification be exempted from Civil Service.

Respectfully submitted,



William E. Noland,
Director, Finance & Management Agency

Reviewed by: 
Marcia L. Meyers,
Director, Office of Personnel Resource Management

Item # _____

April 26, 2005

Finance and Management Committee

A resolution recommending that the classification of Chief Conservator be exempted from Civil Service

Prepared by:
Suzie Lawson, Senior HR Analyst
Office of Personnel Resource Management

APPROVED AND FORWARDED TO THE
FINANCE AND MANAGEMENT COMMITTEE:


OFFICE OF THE CITY ADMINISTRATOR

FILED
OFFICE OF THE CITY CLERK
OAKLAND

OAKLAND CITY COUNCIL

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RESOLUTION NO. _____ C. M. S.

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INTRODUCED BY COUNCILMEMBER _____

RESOLUTION RECOMMENDING TO THE CIVIL SERVICE BOARD THAT THE CLASSIFICATION OF CHIEF CONSERVATOR BE EXCEPTED FROM CIVIL SERVICE

WHEREAS, Oakland City Charter Section 902(f) authorizes the City Council to recommend for Civil Service Board approval the exception of positions from the requirements of Civil Service; and

WHEREAS, the classification of Chief Conservator is a management level position with responsibility for overall administration of the Conservation Program at the Oakland Museum and for the conservation of Museum Collections; and

WHEREAS, the nature and scope of this position poses substantial confidentiality and liability risks to the City and the City must be able to take immediate action to protect its interests when necessary; and

WHEREAS, the City Administrator has determined that it is necessary to except the classification of Chief Conservator from the requirements and tenure of civil service because the nature of the work performed does not lend itself to the selection and retention processes for employment established by the City's civil service system; now therefore be it

RESOLVED: the City Council hereby recommends to the Civil Service Board that the classification of Chief Conservator be excepted from Civil Service.

IN COUNCIL, OAKLAND, CALIFORNIA, May 3, 2005

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, BRUNNER, CHANG, NADEL, QUAN, REID AND
PRESIDENT DE LA FUENTE

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____

LaTonda Simmons
Interim City Clerk and Clerk of the Council
of the City of Oakland, California