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CITY OF OAKLAND

AGENDA REPORT

TO: Office of the City Administrator
ATTN: Dan Lindheim
FROM: Department of Human Resources Management
DATE: October 27, 2009

RE: **Receive An Interim Status Report Of Recommendations On How The City And Port Of Oakland Will Resolve Issues Resulting From Layoffs Of City And Port Employees, As Reflected In The City Charter, Civil Service Board Rules, Ordinances, Existing Labor Agreements, And Administrative Policies And Procedures**

SUMMARY

This is an informational report regarding the recommendations on how the City and Port of Oakland will resolve issues resulting from layoffs of City and Port Employees, as reflected in the City Charter, Civil Service Board Rules, Ordinances, Existing Labor Agreements, and Administrative Policies and Procedures.

FISCAL IMPACT

This is an informational report. There are no fiscal impacts.

BACKGROUND

Recent layoffs by the City and the Port as a result of significant budget reductions resulted in "bumping" by employees of the City and the Port. At its September 3, 2009 meeting, the City/Port Liaison Committee discussed how the City Charter, Civil Service Board Rules, and existing labor agreements govern "Bumping Rights". The Committee directed staff to establish a Task Force to review the applicable rules and policies. The composition of the Task Force will include key stakeholders such as the labor unions from both the City and the Port, one or more members from the Civil Service Board, and staff from the City and Port. A State Facilitator has been invited to attend and facilitate the meetings. The first meeting of the Task Force is scheduled for October 19, 2009. Staff will return with a report at the December 15, 2009 Finance and Management Committee.

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KEY ISSUES AND IMPACTS

Among the key issues and impacts to be discussed are 1) the operation of separate personnel departments by the City and Port; 2) "common" or "shared" classifications; 3) layoffs and "bumping" of employees between the City and Port, 4) application of the Civil Service Rules as they relate to calculation and application of seniority, 5) other aspects of the dual personnel departments such as promotions and transfers.

SUSTAINABLE OPPORTUNITIES

DHRM continues to emphasize Oakland residents as the first choice for employment, but opens opportunities to all qualified candidates. Employment opportunities are shared with community organizations and other local outreach as a matter of practice.

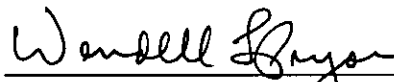
DISABILITY AND SENIOR CITIZEN ACCESS

The City provides handicap accessible facilities for all examinations and engages in an accommodation process for candidates who have disabilities and/or require accommodation.

ACTION REQUESTED OF THE CITY COUNCIL

No action is required. This report is informational.

Respectfully submitted,



Wendell Pryor, Director
Department of Human Resource Management

Prepared by:
Wendell L. Pryor

APPROVED AND FORWARDED TO THE
FINANCE AND MANAGEMENT COMMITTEE:



Office of the City Administrator

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