



CITY ATTORNEY'S OFFICE

## OAKLAND CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_ C.M.S.

---

**RESOLUTION RECOMMENDING TO THE CIVIL SERVICE BOARD  
THE EXEMPTION OF THE CLASSIFICATION OF EMPLOYEE AND  
LABOR RELATIONS TECHNICIAN FROM THE OPERATION OF CIVIL  
SERVICE**

**WHEREAS**, the Oakland City Charter Section 902(f) requires that City Council recommend positions for exemption from Civil Service prior to Civil Service Board approval of such exemption; and

**WHEREAS**, the Employee and Labor Relations Technician is recommended for exemption from Civil Service due to the proposed duties involving direct administrative and technical support to management on labor relations, negotiation strategy development, grievance investigations, and handling labor-sensitive information; and

**WHEREAS**, the Employee and Labor Relations Technician is an exempt, unrepresented classification in alignment with recognized labor-relations standards and avoids conflicts of interest in collective bargaining and grievance processes; and

**WHEREAS**, the Employee and Labor Relations Technician is a “confidential employee” within the meaning set out in Section 1b of Resolution No. 55881 C.M.S., the City of Oakland Employer-Employee Relations Resolution with internal responsibility for performing a variety of administrative and technical support operations for employee and labor relations activities and is required to utilize a moderate degree of independence in carrying out the goals and objectives of the City Administrator and City Council; the scope of responsibilities is broad and complex, and the individual in the classification must deal with challenging, sensitive, and confidential matters; and

**WHEREAS**, the incumbent in the Employee and Labor Relations Technician is expected to exercise moderate discretion in carrying out the City’s mission for which there is a high consequence of error; now, therefore, be it

**RESOLVED:** That the City Council of Oakland hereby recommends to the Civil Service Board that the classification of Employee and Labor Relations Technician be exempted from the requirements of civil service; and be it

**FURTHER RESOLVED:** That the Civil Service Board is hereby requested to approve such exemption.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROWN, FIFE, GALLO, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND  
PRESIDENT JENKINS

NOES –

ABSENT –

ABSTENTION –

ATTEST: \_\_\_\_\_  
ASHA REED  
City Clerk and Clerk of the Council of the  
City of Oakland, California

/ CLC