



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 ANALYST 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 Analyst is recommended for exemption from Civil Service due to the proposed duties involving direct support and consultation to management on labor relations, negotiation strategy development, employee investigations, grievance matters, and labor-sensitive information; and

WHEREAS, the Employee and Labor Relations Analyst 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 Analyst 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 employee and labor relations activities and is required to utilize a high 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 Analyst is expected to exercise considerable 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 Analyst 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

3471036 / CLC