

**CITY OF SAN ANTONIO
HUMAN RESOURCES DEPARTMENT
CITY COUNCIL AGENDA MEMORANDUM**

TO: Sheryl Sculley, City Manager
FROM: Sharon De La Garza, Director of Human Resources
SUBJECT: Amendment of Ordinance # 99630 Employee – Management Committee
DATE: June 29, 2006

SUMMARY AND RECOMMENDATIONS

An ordinance amending Section 2-140.2 Appendix A of the City Code of San Antonio, Texas to provide for a revised election timeline in connection with the Employee-Management Committee.

Staff recommends approval of this Ordinance.

BACKGROUND INFORMATION

Ordinance # 99630 Employee – Management Committee, passed and approved by City Council on August 26, 2004 established a consultation process for management and employees to discuss issues and concerns relating to employment conditions. The ordinance includes a review provision (Section 2-241) which required the City Council to review the ordinance six (6) months prior to the end of Fiscal Year 2006 and thereafter every four (4) years.

The Department of Human Resources presented to the Governance Committee proposed changes brought forward by the registered Employee Associations/Organizations who currently serve as members on the Employee – Management Committee on March 22, 2006, May 17, 2006 and June 21, 2006. As a result of these presentations, the Governance Committee requested that an item be placed on the agenda amending Ordinance # 99630, Section 2-140.2 Appendix A amending the original timeline to coincide with the Fiscal Year.

POLICY ANALYSIS

This Ordinance continues the formalized process by which city management, employees, and employee associations/organizations can communicate concerns relating to employment working conditions.

FISCAL IMPACT

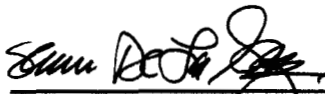
There are no funds associated with this ordinance.

COORDINATION

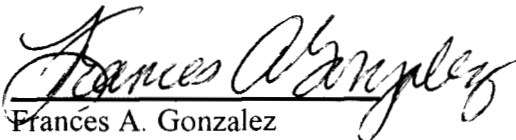
This Ordinance was coordinated with the City Manager's Office, City Attorney's Office, Department of Human Resources, Department of Environmental Services, Department of Parks and Recreation, Department of Public Works, American Federation of County and Municipal Employees (AFSCME), IAFF 4239 – Professional Fire Mechanics, National Association of Public Employees (NAPE), Service Employees International Union (SEIU Texas # 5), and the San Antonio Airport Police Officer's Association (SAAPOA).

SUPPLEMENTAL COMMENTS

The City and Employee Association/Organizations (unions) understand that the City by state law does not enter into contracts, agreements, documented arrangements, or memorandum of agreement (MOA) with employee associations, employee organizations, unions or other organizations representing civilian employees.

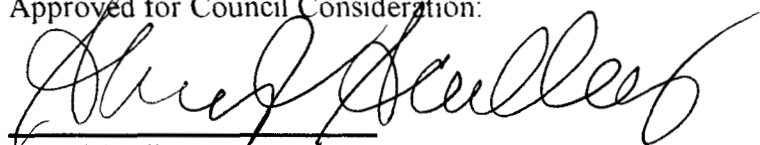


Sharon De La Garza
Director of Human Resources



Frances A. Gonzalez
Assistant City Manager

Approved for Council Consideration:



Sheryl Sculley
City Manager

Appendix A

Initial Certification and Election Timeline

Ordinance Adoption	August 26, 2004
Ordinance Effective Date	September 7, 2004
Unions/Organizations to provide Human Resources Department with necessary documentation to be recognized.	October 8, 2004
Final Date for Human Resources Department to certify Unions/Organizations	October 29, 2004
Petition Filing Deadline to get onto ballots for EEO Units Election	December 15, 2004
Election for EEO Unit Representatives	January 14, 2005
Run-off Election (if needed)	January 28, 2005
Elected Representatives Begin Terms	February 1, 2005
First Term Ends	September 30, 2006

Amended Timeline for FY 2006-2007 and subsequent elections

Petition Filing Deadline for EEO Units	April 1 st – July 31 st
(Collection of petitions shall be for a period of four (4) months, beginning on April 1 st through the end of July, at which time petitions shall be submitted to the City Clerk's Office. A petition signature is invalid if the signer signed the petition earlier than April 1 st starting date or later than July 31 st).	
Elections held	not later than September 15 th
Elected EEO Occupational Representatives Begin Terms	October 1 st
Term Ends	September 30 th

Appendix A

Amended Timeline for FY 2006-2007 and subsequent elections

Petition Filing Deadline for EEO Units

April 1st – July 31st

(Collection of petitions shall be for a period of four (4) months, beginning on April 1st through the end of July, at which time petitions shall be submitted to the City Clerk's Office. A petition signature is invalid if the signer signed the petition earlier than April 1st starting date or later than July 31st).

Elections held

not later than September 15th

Elected EEO Occupational Representatives Begin Terms

October 1st

Term Ends

September 30th