Atascadero City Council
Staff Report – City Manager’s Office

Strategic Planning 2011
Staffing and Labor Issues

RECOMMENDATION:

Council review this staff report and provide direction to staff.

DISCUSSION:

Employees and positive labor relations are a major component to the City’s success in achieving its mission. Because of this, as part of the continued strategic planning process, staff is presenting a special overview on labor relations, specifically as they relate to Atascadero. With the continued decline in revenues, reduced staffing levels, increased regulation and expectations and the sometimes less than positive opinions toward public employees, maintaining a positive workforce is more challenging than ever before. This evening’s presentation will include discussion on:

- Current Staffing Levels
- Organizational Review
- Staff Capacity
- Comparisons to Other Organizations
- Financial Challenges

Atascadero has five employee groups. These are:

- Atascadero Firefighters Bargaining Unit
- Atascadero Police Association
- Service Employees International Union, Local 620
- Mid-Management/Professional Employees
- Non-Represented Professional and Management Workers and Confidential Employees

The agreements for all groups (attached) will expire June 30, 2011 and Memorandums of Understanding (MOU’s) again need to be negotiated prior to this date. The
Management and Confidential group is unrepresented and covered by Council Resolution.

**FISCAL IMPACT:** None

**ATTACHMENTS:**

1. MOU – Atascadero Police Association
2. MOU – Atascadero Mid-Management/Professional Employees
3. MOU – Atascadero Firefighters
4. MOU – Local 620 Service Employees International Union, Atascadero Chapter
5. Resolution No. 2009-048 – Non-represented Professional and Management Workers and Confidential Employees