City of Emeryville
CALIFORNIA

M E M O R A N D U M

DATE: July 18, 2023

TO: Paul Buddenhagen, City Manager

FROM: Lilybell Nakamura, Human Resources Director

SUBJECT: **Resolution Of The City Council Of The City Of Emeryville Removing The Police Chief Position From Representation By The Confidential Administrative, Managerial, And Professional Employees (CAMP) Employee Organization To Unrepresented**

RECOMMENDATION
Staff recommends that the City Council designate the Police Chief job classification as an unrepresented position subject to the Unrepresented Pay and Benefit Plan.

BACKGROUND
The Board of Directors of the Management of Emeryville Services Authority recognized the Confidential, Administrative, Managerial, and Professional Employees (CAMP) Association, which included the Police Chief job classification on December 7, 2010 (Resolution MA06-10).   Since then, the Police Chief, Police Captain, and Police Lieutenant positions have been represented by the CAMP employee organization.

The Board of Directors for the Management of Emeryville Services Authority (MESA) may recognize and approve the removal of the Police Chief from representation by CAMP as appropriate.

DISCUSSION
The Police Chief is an at-will confidential department head position. The placement of the Police Chief to the unrepresented Department Head group is appropriate to reflect the high-level management and confidential scope of responsibilities of the position.
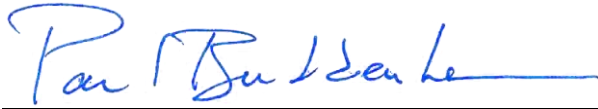
FISCAL IMPACT
There will be no financial impact to the City by having the Police Chief separating from the CAMP employee organization representation group and becoming unrepresented.

CONCLUSION
Staff recommends the Emeryville City Council approve the attached resolution approving and designating the Police Chief position as unrepresented subject to the Unrepresented Pay and Benefit Plan.

PREPARED BY: Lilybell Nakamura, Human Resources Director

**APPROVED AND FORWARDED TO THE
CITY COUNCIL OF THE CITY OF EMERYVILLE:**

Paul Buddenhagen, City Manager

ATTACHMENTS
- Draft Resolution