



# City of Emeryville

CALIFORNIA

## MEMORANDUM

**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 Recognizing The Emeryville Police Managers Association (EPMA) As An Employee Organization And As The Sole Bargaining Representative For Employees Previously Represented By The Confidential Administrative, Managerial, And Professional Employees (CAMP) Employee Organization

### RECOMMENDATION

Staff recommends that the City Council recognize the Emeryville Police Managers Association (EPMA) as an employee organization and as the sole bargaining representative for the Police Lieutenant and Police Captain job classifications.

### 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 Lieutenant and Police Captain job classifications, on December 7, 2010 (Resolution MA06-10). Since then, the police department command staff have been represented by the CAMP employee organization.

The Board of Directors for the Management of Emeryville Services Authority (MESA) approved the removal of the Police Lieutenant and Police Captain job classifications from representation by CAMP as appropriate.

### DISCUSSION

Appropriate and more effective representation for the full-time police lieutenant and police captain job classifications is long overdue and necessary for the continued success and support of these employees. As government Code 3508 allows for full-time sworn classifications to join or participate in employee organizations which are composed solely of those peace officers.

The City of Emeryville Employer-Employee Relations Resolution 86-05 outlines the general provisions for forming an employee organization. Article II, Section 3 of that resolution describes the process for filing a recognition petition by an employee organization. Sub-section 5 describes the process for challenging a petition for filing and specifies any affected employees who oppose the formation have 30-days to respond to the proposal. The Police Department Lieutenants and Captain signed a petition with

100% in support of separating from the CAMP employee organization representation and forming the EPMA employee organization. Additionally, the CAMP Board of Directors provided their support of the transition in writing.

The EPMA has already registered with the United States Department of the Treasury, Internal Revenue Service, as a 501(c)(3) organization, and applied for membership with the Peace Officers Research Association of California (PORAC).

### **FISCAL IMPACT**

While there is no direct or definitive fiscal impact in the designation of the EPMA bargaining unit, there are indirect costs associated with time and effort for the meeting and conferring process with a newly formed employee organization. Upon adoption of the resolution, the City bargaining representatives will contact the EPMA representatives to initiate the collective bargaining process.

### **STAFF COMMUNICATION WITH THE PUBLIC**

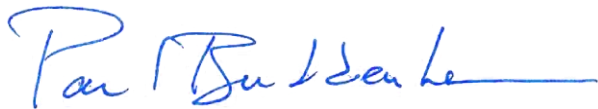
Staff has had no communication with the public on this matter.

### **CONCLUSION**

Staff recommends the Emeryville City Council approve the resolution recognizing the Emeryville Police Managers Association as an employee organization representing the Police Lieutenants and Police Captain job classifications.

**PREPARED BY:** Lilybell Nakamura, Human Resources Director

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

A handwritten signature in blue ink, appearing to read "Paul Buddenhagen", is written over a horizontal line.

Paul Buddenhagen, City Manager

### **ATTACHMENTS**

- Signed petition from affected employees
- Resolution MA06-10
- Resolution 86-05 Employer-Employee Organization Relations Resolution
- Draft Resolution