

May 20, 2019

Dear Mayor Medina and Councilmembers,

SEIU 1021 Emeryville Chapter would first like to thank staff for improving the budget process. We appreciate that two strategies have been initiated that add to the coffers without leading to any additional costs or compromising the City's capacity.

SEIU's only comment at this time is regarding the reclassification of the IT manager position to a director position. SEIU recommends that this line item be deferred and reconsidered after all union negotiations have been completed.

This promotion with no corresponding increase in responsibilities or capacity raises concerns, particularly when all three unions are under negotiations and SEIU has yet to receive a single response to proposals made to Management. How is Management certain that it has money to spare when negotiations have not been completed?

The staff report indicates the increase in cost to be \$7,010 in the first year, with marginal increases in subsequent years. This is an increase in cost without commensurate increase in capacity. When asked at the joint Budget Advisory and Budget and Governance Committees the rationale for this reclassification, the answer provided was that the IT department performs an important function in the City and the change is to recognize that. We do not for a moment question the critical function that IT plays in the day to day activities of the City or the role it can play in streamlining processes and functions in the City. What we question is increasing costs for no increase in productivity, with no explanation of what benefits this change provides for the City.

There is also the issue of transparency. This reclassification is only found as a line item in the budget and the staff report does not explain whether the projected amount covers Calpers cost and/or step increases.

In conclusion, SEIU recommends that this line item be deferred and reconsidered after all union negotiations have been completed. SEIU also requests transparency and an explanation of benefits in regards to this reclassification.

Sincerely,



Miroo Desai
SEIU Chapter President