



**CITY OF BEVERLY HILLS
MINUTES
CITY COUNCIL
SPECIAL MEETING
April 17, 2012**

The Special Meeting of the City Council of the City of Beverly Hills was held in the Council Chambers at 2:00pm.

A. ROLL CALL

Councilmember Gold, Councilmember Bosse, Councilmember Brucker, Vice Mayor Mirisch and Mayor Brien.

B. ORAL COMMUNICATIONS

- 1. TELEPHONE CALL-IN (310.285.1020)** (Members of the public are invited to place telephone calls to comment on issues that do not appear on the afternoon's agenda. The City Council will take up to three telephone calls per meeting. Comments on the evening's agenda must be made in person as the item comes before the City Council.)

None

- 2. AUDIENCE COMMENTS.** Any person wishing to address the City Council on any matter not on the agenda may do so at this time. However, the State open meetings law (Government Code Section 54950 et seq.) prohibits the City Council from providing a detailed response or acting upon any item not contained on the agenda posted 72 hours before a regular meeting and 24 hours before a special meeting. If you wish to address the City Council at this time, please complete a speaker's card and give it to the City Clerk prior to the commencement of the meeting. Please use the microphone provided, clearly stating your name for the official record and courteously limiting your remarks to three (3) minutes so others may have the opportunity to speak as well.

None

C. CONTINUED AND NEW BUSINESS

1. IMPASSE HEARING REGARDING THE CITY'S PROPOSAL TO THE MUNICIPAL EMPLOYEES ASSOCIATION - TECHNICAL SERVICES UNIT (MEA). Comment: In accordance with procedures in the resolution governing employer/employee relations, the City Council is the body to resolve a dispute when the meet and confer process has reached impasse. After holding a public hearing, the Council may take such action as it deems appropriate in the public interest regarding the impasse. The City and MEA have reached impasse over the City's proposal to create two part time positions performing work currently performed by full time classified positions.

Speaking:

City Attorney Wiener introduced the item, and suggested a format for the Council to hear the impasse hearing today.

Attorney Peter Brown, representing the City of Beverly Hills, provided a historical background on the negotiations between the City and the Municipal Employees Association that led to the impasse hearing.

Robert Wexler, speaking on behalf of the Municipal Employees Association, discussed the part-time unit and the full-time unit needs. He noted the three reasons the association is opposed to the creation of the two proposed part-time positions. Kurt Zabriskie, the City's Senior Water System Worker and member of the MEA Board, spoke about the importance of the two positions remaining full-time.

Assistant Director of Administrative Services/Human Resources Sandra Olivencia-Curtis responded to Councilmember Gold's questions regarding the difference between both units in terms of number of members, credential requirements, maximum number of hours worked, benefits, and work schedules. Councilmember Gold also asked the position of the associations on outsourcing. Councilmember Bosse asked questions on whether part-time employees have performance evaluations, the difference in the quality of work between part-time and full-time employees, and what the part-time association does in the City. Councilmember Brucker questioned whether part-time employees have the desire to work full-time, and whether the City is employing two or more part-time employees to cover the hours of a retiring full-time employee. Vice Mayor Mirisch inquired whether there is a possible conflict of interest since the two units have different interests but have the same representative. Chief Information Officer David Schirmer explained his reasons for preferring to have a part-time position. Mayor Brien asked Mr. Schirmer, Mr. Wexler and Ms. Olivencia-Curtis various questions pertaining to the specific positions, clarification of Mr. Wexler's comments regarding denigration of the unit, the need for support staff, and the benefits/protection of the positions.

Council explained their reasons for supporting or not supporting the use of part-time staff.

MOVED by Councilmember Gold, seconded by Councilmember Bosse to impose the last, best and final offer of the City regarding the proposal to create part time positions for the classified titles of Customer Representative and IT Support

Ayes: Councilmember Gold, Councilmember Bosse, Councilmember Brucker
and Vice Mayor Mirisch.
Noes: Mayor Brien.

CARRIED

**ITEM C-1: LAST, BEST AND FINAL OFFER OF THE CITY REGARDING THE
PROPOSAL TO CREATE PART TIME POSITIONS FOR THE CLASSIFIED TITLES OF
CUSTOMER REPRESENTATIVE AND IT SUPPORT SPECIALIST IMPOSED**

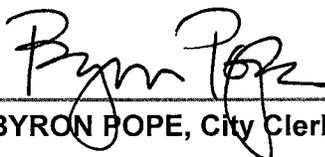
D. OTHER BUSINESS

None

E. ADJOURNMENT

There being no further business, Mayor Brien, with the consent of the Council, adjourned
the meeting at 4:04pm to the Study Session.

PASSED, Approved and Adopted
this 7th day of June, 2012


BYRON POPE, City Clerk

WILLIAM W. BRIEN, MD, MAYOR

**This meeting was broadcast on live television, on City of Beverly Hills municipal
government television access Channel BHTV10 Time Warner Cable.**