

June XX, 2020

IAMAW DISTRICT LODGE 947
535 West Willow Street
Long Beach, CA 90806

Dear Ms. Gunckel:

The role of the Civil Service Commission is to provide civilian oversight to the classified merit system. We, as Commissioners, take this role very seriously. To suggest that our efforts to strengthen our rules would remove any civilian oversight for the hiring process for the City of Long Beach is contrary to the facts.

Our proposal was to establish guidelines and criteria for requests to temporarily use classified positions in the unclassified service. We submitted our draft proposal to the Civil Service Commission on April 3, 2019 and subsequently to all unions for the meet and confer process to appropriately notify unions of the Commission's desire to provide clear parameters and criteria for these requests utilizing Civil Service Rules & Regulations Article VIII, Section 115, Exception to the Rule. Our proposal was intended to further protect the classified service.

We don't believe our proposal violates the Meyers-Milias Brown Act as these are temporary positions, and individuals placed in these temporary positions do not have property rights. However, we welcome hearing from you regarding any specific MMBA violations you believe are present.

As you know, departments must come to the Civil Service Commission, which provides civilian oversight, to request any exceptions to the rule. Our intention was to strengthen the process, by providing clear parameters and criteria, that departments must use when they come to us to request to use the exception to the rule in order to temporarily use classified positions in the unclassified service.

Regarding your suggestion to use temporary employment agencies for all temporary positions, not all temporary positions can be filled through temporary agencies due to the variety of specialized positions within the City.



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Finally, in response to your request for more information:

1. All unions could potentially be impacted.
2. Our proposal would define the length of temporary assignment on a case by case basis.
3. The Civil Service Commission is operating within its parameters through the Civil Service Commission Rules and Regulations, and we are currently in the meet and confer process with IAM regarding this matter. Further we have met approximately three times with IAM as part of the meet and confer process and we are currently awaiting future dates from IAM to continue the process.

The Commission looks forward to finalizing the meet and confer process on this matter so that we can implement a process that would further strengthen our oversight of the merit system.

Respectfully,

Susana Gonzalez Edmond
President, Civil Service Commission

SGE:cpw

cc: Tom Modica, City Manager
Civil Service Commission
IAM Business Representatives

