



CITY COUNCIL AGENDA STATEMENT



March 17, 2020

File ID: 20-0070

TITLE

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA AMENDING THE AUTHORIZED POSITION COUNT IN THE HUMAN RESOURCES DEPARTMENT WITH A 0.50 FULL-TIME EQUIVALENT (FTE) INCREASE IN AUTHORIZED STAFFING IN ORDER TO IMPLEMENT A PILOT ALTERNATIVE DISPUTE RESOLUTION (ADR) PROGRAM FOR POLICE OFFICER ASSOCIATION REPRESENTED CLASSIFICATIONS

RECOMMENDED ACTION

Council adopt the resolution.

SUMMARY

The City is proposing to implement a pilot Alternative Dispute Resolution (ADR) program for Chula Vista Police Officer Association represented classifications. Approval of the resolution will amend the authorized position count in the Human Resources Department to include a 0.50 full-time equivalent (FTE) Risk Management Specialist to develop, implement, and administer the ADR pilot program.

ENVIRONMENTAL REVIEW

Environmental Notice

The activity is not a "Project" as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

Environmental Determination

The Director of Development Services has reviewed the proposed activity for compliance with the California Environmental Quality Act (CEQA) and has determined that the activity is not a "Project" as defined under Section 15378 of the State CEQA Guidelines; therefore, pursuant to Section 15060(c)(3) of the State CEQA Guidelines, the activity is not subject to CEQA. Thus, no environmental review is required.

BOARD/COMMISSION/COMMITTEE RECOMMENDATION

Not applicable.

DISCUSSION

The City is proposing to implement a pilot Alternative Dispute Resolution (ADR) program for Chula Vista Police Officer Association represented classifications. Specifics of an ADR programs can vary, but share the

goal of streamlining dispute resolution issues and reducing delays in getting employees treated and back to work.

Approval of the resolution will amend the authorized position count in the Human Resources Department to include a 0.50 full-time equivalent (FTE) Risk Management Specialist to develop, implement and administer the ADR pilot program.

Department	Position Title	FTE
Human Resources	Risk Management Specialist	0.50
Total City-Wide Position Changes (Net Increase/Decrease)		0.50

DECISION-MAKER CONFLICT

Staff has determined that the action contemplated by this item is ministerial, secretarial, manual, or clerical in nature and, as such, does not require the City Council members to make or participate in making a governmental decision, pursuant to California Code of Regulations Title 2, section 18702.4(a). Consequently, this item does not present a conflict under the Political Reform Act (Cal. Gov't Code § 87100, et seq.). Staff is not independently aware, and has not been informed by any City Council member, of any other fact that may constitute a basis for a decision maker conflict of interest in this matter.

CURRENT FISCAL IMPACT

The addition of the 0.5 FTE Risk Management Specialist is estimated to cost of \$14,250 for the remainder of the fiscal year. The funding for this position will be offset through salary savings in the Police Department.

ONGOING FISCAL IMPACT

The ongoing costs associated with the addition of the 0.5 FTE Risk Management Specialist are estimated at approximately \$57,500 annually. The overall cost will increase along with future cost of living adjustments and benefit changes. Should the pilot program continue, the costs will be incorporated into the baseline salary budget of the Human Resources Department in future fiscal years and offset through Police Department salary savings.

ATTACHMENTS

None.

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