

Shilling, Mona

From: Mike Robbins <mikerobbins2@yahoo.com>
Sent: Tuesday, August 20, 2013 4:49 PM
To: ALL ELECTED OFFICIALS; Weaver, Tracy (City Clerk); Domann, Cathy; Shilling, Mona
Cc: Mike Robbins
Subject: Written public communications for August 20, 2013, 5:00 P.M. Regular City Council meeting
Attachments: 2013-08-20-Email-Mike Robbins-ESCC-Written Mtg Public Communications.pdf

Subject: Written public communications for August 20, 2013, 5:00 P.M. Regular City Council meeting
From: Mike Robbins (MikeRobbins2@yahoo.com)
To: AllCouncilAndClerks@ElSegundo.org; CDomann@ElSegundo.org; MShilling@ElSegundo.org;
Cc: MikeRobbins2@yahoo.com;
Bcc:
Date: Tuesday, August 20, 2013

August 20, 2013

Re: Written Public Communications – 5:00 PM Meeting Special Order of Business Item 1. City employee labor union negotiations should be done by a labor attorney and/or expert labor negotiator, not by city staff including the city manager, finance director, and any other department heads, due to the inherent conflict of interest and multiple other problems.

To: El Segundo City Council, City Clerk, Deputy City Clerk.

From: Michael D. Robbins, long time El Segundo resident.

Here is my written public communications for the August 20, 2013, 5:00 P.M. Regular El Segundo City Council meeting.

Please distribute it to the entire City Council, the City Clerk, and the City Attorney, and post it on the official City web site at ElSegundo.org on the City Council Agendas web page, <http://www.ElSegundo.org/depts/elected/agendas.asp>, as is customary.

Thank you.

Sincerely,

Michael D. Robbins
MikeRobbins2@yahoo.com

PublicSafetyProject.org

<http://PublicSafetyProject.org/>

YouTube.com/user/PublicSafetyProject

<http://www.YouTube.com/user/PublicSafetyProject>

This written public communication for the August 20, 2013 5:00 P.M. Regular El Segundo City Council meeting addresses Special Order of Business Item 1, and expresses my opposition to that agenda items.

Special Order of Business Item 1:

"1. Consideration and possible action to appoint the City Manager as labor negotiator for the Management Group (Department Heads). The Management Confidential Group (all city unrepresented employees, except Department Heads); and the supervisory and Professional Employees Association.

I oppose appointing the City Manager as the city council's labor negotiator. City employee labor union negotiations should be done by a labor attorney and/or expert labor negotiator, not by city staff including the city manager, finance director, and any other department heads, due to the inherent conflict of interest and multiple other problems.

The approach of using the City Manager (and the Finance Director) as the City Council's labor negotiator as a disastrous and expensive failure that cost the city many millions of additional tax dollars per year when fired City Manager Doug Willmore performed that function. In fact, Doug Willmore's mishandling of the firefighter and police union contracts alone were sufficient grounds for his termination, in my opinion.

Here is a list of some of the many problems of using the City Manager as the City Council's labor negotiator.

- 1.) There is an inherent and unavoidable conflict of interest using the City Manager (and the Finance Director or any other department directors) as the City Council's labor union/bargaining group negotiator, because their salaries, benefits, and pensions increase as those of the employees below them increase.
- 2.) The City Manager (and Department Directors) have to work with the city employees they will negotiate with on a daily basis after the negotiations are finished. If they drive a hard bargain for the City and the taxpayers, there will be resentment from the city employees they have to manage and work with. There will be a tendency to not fully meet the responsibility of representing the best interests of the City and the taxpayers.
- 3.) The City Manager (and Department Directors) have personal relationships with many of the city employees their negotiations will affect, resulting in additional conflict of interest.
- 4.) The City Manager (and Department Directors) are not professional negotiators, and the lack the labor law background to avoid mis-steps that can result in costly litigation against the city by city labor unions and groups.

5.) Labor union negotiations is best left to experienced professionals and experts, including labor lawyers and labor negotiators.

Therefore, for all of the reasons mentioned, I urge you to vote NO on Special Order of Business Item 1. Instead, city employee labor union negotiations should be done by a labor attorney and/or expert labor negotiator, not by city staff. The additional cost should be recovered by the savings obtained by using skilled professional negotiators, and at worst, it is like having an insurance policy against expensive litigation.

That concludes my public communications for the August 20, 2013, 5:00 P.M. El Segundo City Council meeting.

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