TO:          HONORABLE CITY COUNCIL

FROM:        CITY MANAGER                     DEPARTMENT: HUMAN RESOURCES

DATE:        OCTOBER 25, 2004                  CMR: 451:04

SUBJECT:     APPROVAL OF AMENDED JOINT POWERS AGREEMENT WITH COUNTY OF SANTA CLARA AND OTHER PUBLIC AGENCIES FOR BAY AREA EMPLOYEE RELATIONS SERVICES

RECOMMENDATION

Staff recommends that Council adopt the attached resolution attached as Exhibit A, amending the Joint Powers Agreement for Employee Relations Service previously entered into by the City on July 1, 2002.

BACKGROUND

The City entered into a Joint Powers Agreement (JPA) on July 1, 2002 with Employee Relations Service (ERS) to provide classification and compensation analysis. ERS has subsequently changed its name to Bay Area Employee Relations Service (BAERS), expanded its scope of services, and amended the required agreement for membership. The Joint Powers Agreement was amended principally to adapt to changes in service and delivery methods provided to member agencies.

DISCUSSION

BAERS is a joint powers agency consisting of cities, counties and other government agencies in the Bay Area. This JPA provides an internet-guided tool to member agencies to conduct position, classification, compensation and benefit studies. BAERS provides the database for storing, updating, processing and displaying the internet web site designed to share compensation and related material among Members. The data content on the web site currently covers 54 members and non-member agencies and summarizes the Memoranda of Understanding and benefits for over 260 collective bargaining units. It also includes approximately 3,600 “total compensation” records that can be used to generate on-line surveys in 40 occupational categories. As new data becomes available, BAERS staff updates the site thereby ensuring the data is accurate. The revised agreement acknowledges
BAERS’s responsibility for maintaining and enhancing the structure and content necessary to keep data accurate on the Internet web site.

**RESOURCE IMPACT**

BAERS membership fees are based on the number of full-time authorized positions and on the number or memorandum of understandings per agency. Based on the adopted fee schedule, the annual cost for Palo Alto is $14,325. Funding for this agreement is provided in the 2004-05 Budget.

**POLICY IMPLICATIONS**

This request does not represent any change to existing City policies.

**ENVIRONMENTAL REVIEW**

This is not a project under the California Environmental Quality Act (CEQA).

**ATTACHMENTS**

A. Resolution

PREPARED BY: Leslie Loomis

DEPARTMENT HEAD: ____________________________

LESLEY LOOMIS
Director of Human Resources

CITY MANAGER APPROVAL: _______________________

EMILY HARRISON
Assistant City Manager