TO: HONORABLE CITY COUNCIL

FROM: CITY MANAGER DEPARTMENT: HUMAN RESOURCES

DATE: JUNE 17, 2002 CMR: 274:02

SUBJECT: APPROVAL OF RESOLUTION TO ENTER INTO A JOINT POWERS AGREEMENT WITH INTERGOVERNMENTAL EMPLOYEE RELATIONS SERVICE

RECOMMENDATION
Staff recommends that Council approve and authorize the Mayor to adopt the attached resolution which stipulates that the City of Palo Alto shall become a party to the Intergovernmental Employee Relations Service (ERS) Joint Powers Agreement (JPA) effective July 1, 2002.

DISCUSSION
The City has contracted with outside firms to conduct compensation analysis to assist with determining pay and benefit equity with comparable outside agencies. This year staff recommends the City join the ERS JPA to assist with this analysis. ERS is a joint powers agency consisting of cities, counties and other government agencies in the Bay Area. ERS provides a valuable, internet-guided tool whereby member agencies are enabled to share information to support human resource activities, including position/classification studies, compensation and benefit review and labor negotiations. ERS provides members with access to a web site which includes 2700 updated classifications, access to current salary and benefit information, and memorandums of understandings for 49 Bay Area public agencies. Access to this site will enable the Human Resources Department to develop total compensation surveys within minutes and will substantially enhance staff’s ability to conduct classification and compensation analysis.
RESOURCE IMPACT
ERS membership fees are based on the number of full-time authorized positions and on the number of memorandum of understandings per agency. Based on the adopted fee schedule, the annual cost for Palo Alto is $17,200. ERS waived the startup fee for Palo Alto. Funding for this agreement is provided in the 2001-02 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

DEPARTMENT HEAD: _________________________________________
LESLIE LOOMIS
Director of Human Resources

CITY MANAGER APPROVAL: _______________________________________
EMILY HARRISON
Assistant City Manager