



SPECIAL MEETING MINUTES

Date: 5/13/2019
Time: 5:30 p.m.
City Hall/Administration Building
701 Laurel St., Menlo Park, CA 94025

5:30 p.m. Closed Session (City Hall - “Downtown” Conference Room, 1st Floor)

A. Call to Order

Mayor Mueller called the meeting to order at 5:35 p.m.

B. Roll Call

Present: Carlton, Combs, Nash, Taylor, Mueller

Absent: None

Staff: City Manager Starla Jerome-Robinson, Assistant City Manager Nick Pegueros, City Attorney Bill McClure, Administrative Services Director Lenka Diaz, Labor Attorney Charles Sakai, Deputy City Manager/Public Work Director Justin Murphy, City Clerk Judi A. Herren (excused at 5:47 p.m.)

Public Comment

- Sergeant Jeff Cooley spoke on behalf of the Police Sergeant Association regarding the pay differential between officers and the importance of rank and authority within the police department.
- Lynne Bramlett spoke on the need of adding new diversity goals to the labor agreements (Attachment).

CL1. Closed session conference with labor negotiators pursuant to Government Code §54957.6 regarding labor negotiations with the American Federation of State, County, and Municipal Employees Local 829 (AFSCME) and Confidential employees; Service Employees International Union Local 521 (SEIU); Menlo Park Police Sergeants Association (PSA); Menlo Park Police Officers’ Association (POA); and Unrepresented Management.

Attendees: City Manager Starla Jerome-Robinson, Assistant City Manager Nick Pegueros, City Attorney Bill McClure, Administrative Services Director Lenka Diaz, Labor Attorney Charles Sakai

CL2. Closed session conference with real property negotiators pursuant to Government Code Section 54956.8.

Property: 1283 Willow Road, Menlo Park [APN: 062103640]

Agency Negotiating Parties: City Attorney Bill McClure, City Manager Starla Jerome-Robinson, Deputy City Manager/Public Work Director Justin Murphy

Under negotiation: Price and terms of potential purchase of the Property

Adjournment

Mayor Mueller adjourned the meeting at 6:30 p.m.

Judi A. Herren, City Clerk

These minutes were approved at the City Council meeting of June 18, 2019.

Request for City Council Action

Meeting Date: May 13, 2019 (Closed Session)

To: City Council

From: Lynne Bramlett

Agenda Topic: Labor Agreements

The Union contracts offer Council an opportunity to add language focused around Council goals. **While this memo focuses on diversity goals**, I urge that Council add language designed to better align the staff with your strategic goals. If it were up to me, I would want to add language pertaining to bringing about a more accountable and resident-focused workforce culture.

General Problem: Lack of Diversity, especially at Management Level

The City's management-level staff consists mostly of white men. The lack of diversity detracts from the City's ability to become a progressive leader in San Mateo. It's also contrary to the goals of the 1964 Civil Rights Act, which intended to end job segregation by race and gender. Our City Staff should reflect the population diversity in Menlo Park and in our surrounding communities.

During the past several years, the City's hiring of management level employees has resulted in the hiring of mostly white men via internal promotions or outside hires made by the City Manager. The jobs weren't formally posted with a broad search made for a spectrum of candidates. Disclaimer: I know of no formal City of MP diversity study initiative, or attempts to broaden diversity.

The Connect Menlo/Belle Haven Visioning effort relates to the lack of diversity in that it included promises to the residents of Belle Haven that they would have increased job opportunities due to the development. However, this promise has not materialized in terms of "good" jobs. Disclaimer: The results of the Connect Menlo Guiding Principles were not tracked and annually reported, so this report is based on anecdotal evidence.

Lack of Diversity Affects Workplace Culture

A recent studyⁱ showed racial discrimination in local agency staff interactions with African Americans. As the New York Times (Oct 8, 2017) summarized, "The findings appeared to be a striking indication of racial discrimination in mundane interactions. The tendency to ignore emails sent by African-Americans was pronounced in sheriffs' offices, but it was also evident in school districts and libraries." A more diverse workforce reduces unconscious bias.

The recent book *Brotopia* by Emily Chang also describes the toxic workplace culture of Silicon Valley high tech companies that stems from organizations where mostly white "men hold all the cards and make all the rules." Chang's book also builds the case for workforce diversity.

Add Diversity Language in Collective Bargaining Contracts

Your negotiations with AFSCME and SEIU, and POA and Unrepresented Management – offer an opportunity to 1) build in a commitment to diversity and 2) add goals to get there. The ideas below came mostly from the Roosevelt Institute’s “Tackling Workplace Segregation Through Collective Bargaining” report (Oct 7, 2015) by Dorian T. Warren and Virginia Park, and Princeton University’s Diversity and Inclusion Plan.

Request #1: Add a COMMITMENT TO DIVERSITY:

EXAMPLE LANGUAGE: The Employer is committed to a diversity workforce, consistent with and practicing equal employment opportunities and engaging in affirmative efforts to maintain an environment that supports and encourages the contribution of all employees. The parties strive to achieve a workplace environment respectful of the diversity cultures of the workforce. The Employer and Union are proud of the diversity of the workforce, which includes a significant number of Latinos, African-American employees, as well as those who have emigrated from various countries, and the benefits that diversity brings to the City.

Request #2: Add AFFIRMATIVE STEPS TO INCREASE DIVERSITY:

EXAMPLE LANGUAGE: The Employer, with the cooperation of the Union, will act in good faith to outreach to the community, especially the Belle Haven Community, in order to attract applicants who are part of underrepresented groups through a coordinated and strategic outreach plan.

The Union and the Employer will jointly develop an annual strategic action-oriented outreach program designed to accomplish the following:

1. Inform and educate members of underrepresented community about job and career opportunities with the Employer;
2. Establish contacts with diverse community groups and schools that serve underrepresented communities and seek to develop partnerships with them to enhance their knowledge of the Employer and jobs and career opportunities of community members with the Employer.

The contract also needs to stipulate that results must be tracked and reported annually.

Related Ideas:

1. Create job descriptions that provide opportunities for a wider pool of qualified candidates;
2. Establish an interview process involving a diversity committee;
3. Review hiring and onboarding practices; and
4. Start a broader diversity initiative that includes trainings related to cultural sensitivity and appreciation for diversity, the potential for unconscious bias, etc.

¹ “Racial Discrimination in Local Public Services: A field Experiment in the US,” by Corrado Giuliatti, Mirco Tonin, and Michael Vlasopoulos. *Journal of the European Economic Association*.