

Date: January 24, 2024

To: Mayor and Members of the City Council

From: Thomas B. Modica, City Manager 

Subject: **Notification to Affected Commissions Regarding Proposed Charter Amendment to Update the City's Hiring Processes**

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Today Mayor Rex Richardson and I issued a joint letter (Attachment) to the members of the: Board of Harbor Commissioners, Civil Service Commission, and Utilities Commission, regarding the proposed Charter Amendment to update the City of Long Beach (City) hiring processes.

In the letter, we advise the Commissioners that the Mayor and I intend to visit each of their Commissions at a regularly scheduled meeting in February to discuss this Charter Amendment proposal, answer any questions, and listen to their feedback. We will work with the respective Department Heads for proper noticing of this discussion in accordance with the Brown Act.

The Human Resources department has initiated the required meet and confer process with the City's collective bargaining units. The letter also outlines the process for meet and confer and submittal of proposed Charter Amendments for the City Council and Charter Amendment Committee consideration, along with deadlines for doing so.

If you have any questions, please contact me at (562) 570-5091 or via email at [Tom.Modica@longbeach.gov](mailto:Tom.Modica@longbeach.gov)

ATTACHMENT

cc: DAWN MCINTOSH, CITY ATTORNEY  
DOUGLAS P. HAUBERT, CITY PROSECUTOR  
LAURA L. DOUD, CITY AUDITOR  
APRIL WALKER, ASSISTANT CITY MANAGER  
TERESA CHANDLER, DEPUTY CITY MANAGER  
MEREDITH REYNOLDS, DEPUTY CITY MANAGER  
GRACE YOON, DEPUTY CITY MANAGER  
TYLER CURLEY, DEPUTY CITY MANAGER  
KEVIN LEE, CHIEF PUBLIC AFFAIRS OFFICER  
MONIQUE DE LA GARZA, CITY CLERK  
DEPARTMENT HEADS

January 24, 2024

Board of Harbor Commissioners  
Civil Service Commission  
Utilities Commission

Dear Commissioners,

During State of the City on January 9 2024, Mayor Rex Richardson called on the City Council to begin the process of presenting a ballot measure to the voters of Long Beach this November to: update our City's Charter and fundamentally reform and streamline our Civil Service hiring processes, with the goal of reducing the length of the process from application to offer to 90 business days; offer temporary workers more stability by giving them a greater path toward permanent City jobs; and, most importantly, place a greater focus on implementing new local hiring preferences so that residents who live in Long Beach or attend our local educational institutions and apprenticeship programs can have a better shot at landing a career with the City.

On January 18, 2024, the City Manager issued a [memorandum](#) to the Mayor and members of the City Council regarding a proposal for a Long Beach Charter Amendment related to Civil Service reform. The memo outlined the major organizational challenges stemming from an inefficient and outdated recruitment and hiring process that dramatically impacts our existing workforce and the community we serve. This proposal creates a streamlined hiring process, encourages more local hires and pathways for unclassified staff, while preserving the merit system and all current employee rights through a fully independent Civil Service Commission that will continue to hear all employee appeals independent from management.

Together, we will visit each of your Commissions in February to discuss this Charter Amendment proposal, answer any questions you may have, and listen to your feedback. The Human Resources department has initiated the required meet and confer process with the City's collective bargaining units and are hopeful of completing this process by the end of March so that a formal recommendation can be presented by the City Manager to the City Council in April for consideration of the Charter Amendment Committee. The Charter Amendment Committee will hear the proposed Charter Amendment recommendation at three separate meetings before deciding on whether to place an item on the ballot for voters to consider in November. Final Charter Amendment Committee action is needed by August 6, 2024, to meet the County's deadlines.

Our teams will work with your respective Department Heads to bring an item to you during a scheduled Commission meeting in February so we can continue to receive input while we are concurrently engaged in the required meet and confer process with the City's collective bargaining units and meet all required deadlines to consider a potential Charter amendment.

Sincerely,



**Mayor Rex Richardson**



**City Manager Tom Modica**

