

**RESOLUTION NO. 8500**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HAWTHORNE, CALIFORNIA, ACKNOWLEDGING THE HAWTHORNE POLICE CIVILIAN ASSOCIATION AS AN EMPLOYEE ORGANIZATION AND MAJORITY REPRESENTATIVE IN A BARGAINING UNIT OF NON-SWORN POLICE DEPARTMENT EMPLOYEES AND DESIGNATING THE HUMAN RESOURCES DIRECTOR AS THE CITY'S PRINCIPAL MANAGEMENT REPRESENTATIVE, AND DESIGNATING THE HUMAN RESOURCES DIRECTOR AND THE CITY'S LABOR COUNSEL AS THE CITY'S REPRESENTATIVE TO MEET AND CONFER WITH THE ASSOCIATION.**

**WHEREAS**, the Myers-Milias-Brown Act ("MMBA") Government Code §§ 3500-3511 and regulations of the Public Employment Relations Board ("PERB") 8 Cal. Code Reg. §§ 31001-32997, collectively grant public employees of a city the right to form and to be represented by employee organizations of their choosing for purposes of employer-employee relations with their employer and a process to seek recognition by their employer; and

**WHEREAS**, the Hawthorne Police Civilian Association ("Association") filed a petition with the City ("Petition"), dated March 26, 2024, seeking acknowledgement as a recognized employee organization and certification as majority representative in a unit of non-sworn police department employees of the City; and

**WHEREAS**, Consistent with Hawthorne Municipal Code § 2.50.010, et seq., City staff has confirmed that the Petition contains the information necessary for certification as a majority representative, including identifying information for the Association and its representative, confirmation that the Association has as its primary purpose the representation of employees in their employment relations with the City, a description of the proposed appropriate bargaining unit comprised of non-sworn police department employees along with a list of job classifications, and proof of employee support for the Association by a majority of the employees in the proposed bargaining unit;

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF HAWTHORNE, CALIFORNIA**, hereby resolves as follows:

**Section 1.** The City Council of the City of Hawthorne, California, hereby incorporates by reference all the recitals herein and finds that they are true and correct.

**Section 2.** The Hawthorne Police Civilian Association is acknowledged as a recognized employee organization for purposes of employer-employee relations under the MMBA.

**Section 3.** Non-sworn police department, full-time employees in the classifications on the list attached to the March 20, 2024, petition, and attached to this Resolution as Exhibit “A,” are determined to be an appropriate bargaining unit.

**Section 4.** The Association is recognized and certified as the majority or exclusive representative, as those terms are interchangeably used under the MMBA, in the appropriate unit established in Section 2, above.

**Section 5.** The Human Resources Manager in cooperation and consultation with the City’s labor counsel, as designated by the City Attorney, is authorized and directed to implement this resolution in conformance with the MMBA and to serve as the City’s principal management representative in all matters of employer-employee relations. The Human Resources Manager and the City’s labor counsel, with any additional representative they may designate, shall serve as the City’s representative to meet and confer with the Association, as required by the MMBA.

**Section 6.** This resolution shall be in full force and effect immediately upon its passage and adoption thereof.

**PASSED, APPROVED and ADOPTED this 12<sup>th</sup> day of November 2024.**

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**ALEX VARGAS, Mayor**  
**City of Hawthorne, California**

**ATTEST:**

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**DAYNA WILLIAMS-HUNTER, City Clerk**  
**City of Hawthorne, California**

**APPROVED AS TO FORM:**

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**ROBERT KIM, City Attorney**  
**City of Hawthorne, California**

Exhibit "A"

<b>Classification</b>
Community Affairs Assistant *
Community Affairs Canine Specialist
Community Services Officer
Executive Aide to Chief of Police
Executive Assistant to Chief of Police
Forensics Specialist
Forensics Supervisor *
Gang Analyst
Jailer I
Jailer II
Jailer Supervisor
Parking Enforcement Officer I
Parking Enforcement Officer II
Police Records Manager
Police Records Supervisor
Police Records Technician
Property & Evidence Officer *
Senior Forensic Specialist
Traffic Clerk
Traffic Specialist