



March 19, 2025

Richmond Police Officers Association (RPOA)
Ben Therriault, RPOA President
Jonathan Murphy, Esq., Rains Lucia Stern St. Phalle & Silver, PC

Greetings RPOA,

Thank you for meeting with me in my capacity as the Employee Relations Officer on Friday, March 14, 2025, regarding the Unit Determination for the Community Intervention Specialist job classification. I reviewed your statements at the meeting and the letter your attorney, Jonathan Murphy, sent on February 8, 2025.

I have determined that the Community Intervention Specialist job classification has a more compelling community of interest with the City's General Employees bargaining unit than with the Police Officers' Association bargaining unit, for the reasons cited in my January 27, 2025, email (attached).

Please note that you have the right to appeal this decision, as outlined in Section 10: "An employee organization aggrieved by an appropriate unit determination of the Employee Relations Officer under this Article II may, within ten (10) days of notice thereof, request the intervention of the California State Mediation and Conciliation Service pursuant to Government Code Sections 3507.1 and 3507.3, or may, in lieu thereof or thereafter, **appeal such determination to the City Council** (bold added) for final decisions within fifteen (15) days of notice of the Employee Relations Officer's determination of the termination of proceedings pursuant to Government Code Sections 3507.1 or 3507.3, whichever is later."

Upon further review of the City's Employee and Employer Rights Resolution, it was determined that the California State Mediation and Conciliation Service does not have jurisdiction over this matter because the modification of the bargaining unit does not trigger a representation question. Therefore, the next step in the appeal process is to appeal the determination before the City Council no later than fifteen (15) calendar days from today.

Respectfully,

Sharrone Taylor

Sharrone Taylor
Director of Human Resources

cc: Jack Hughes, Esq., Liebert, Cassidy, Whitmore
Nickie Mastay, Deputy City Manager

Attachment

From: [Sharrone Taylor](#)
To: [Benjamin Therriault](#)
Cc: [jhughes](#); [jmurphy@rslawyers.com](#); [Beth Arnese](#); [Nickie Mastay](#); [Catherine Selkirk](#)
Subject: Community Intervention Specialist Bargaining Group Determination
Date: Monday, January 27, 2025 9:52:00 AM

Greetings RPOA,

After careful consideration, I have determined that the Community Intervention Specialists job classification has a more compelling community of interest with the City's General Employees bargaining unit than with the Police Officers' Association bargaining unit.

Section 9 of Employer-Employee Relations Rules provides that the basic policy objections in determining the appropriateness of units shall be the effect of a proposed unit on "(1) the efficient operations of the City and its compatibility with the primary responsibility of the city and its employees to effectively and economically serve the public, and (2) providing employees with effective representation based on recognized community of interest considerations."

First, introducing a new classification with significantly different operational responsibilities and duties than Police Officers and Police Sergeants would require extensive revisions to the Memorandum of Understanding (MOU) regarding wages, benefits, and working conditions and overall restructuring the unit. This process would be time-intensive and create an administrative burden for our staff.

Second, the Community Intervention Specialists share an identifiable community of interest with other non-sworn Police Department job classifications in the General Employees unit. There are currently no non-sworn classifications in RPOA. Historically, non-sworn classifications at this pay grade and skill level fall under a non-sworn unit. For example, the Neighborhood Change Agents that perform similar work to the Community Intervention Specialist (outreach, referrals, and intervention) are represented by the General Employees unit. Similarly, Code Enforcement Officers were once in the Police Department (now in Community Development) are also in the General Employees unit. Given this position's operational and organizational placement,

as well as the City's organizational patterns, it is logical for this classification to be in the General Employees unit.

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I acknowledge that we need to have further discussions regarding job responsibilities and ensure cohesiveness between your work and the work of the Community Crisis Response Department. Through effective communication and collaboration, we can move forward positively and continue to find common ground.

Thank you.

Sharrone Taylor | Director of Human Resources

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[City of Richmond](#) | [Human Resources](#)

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