



The Labor Relations Administrator is key the success of a collective bargaining structure. This Administrator, whose duties are outlined in (Attachment 1, page 7 Sec. 2-5-73) acts as a neutral party in holding and conducting elections for certification of unions to represent City employees, as well as investigates and attempts to resolve or settle process and contractual interpretation disputes between management and the unions.

Mr. Sean J. Rogers has been proposed by the City Manager for ratification by City Council given his extensive experience both as a neutral party in organizing and holding elections, and in resolving labor management disputes. Mr. Rogers, who is an attorney, has extensive experience (see Attachment 2 for his resume) in serving for the last 17 years as a neutral at the federal, state and local levels. Previous to serving as a neutral, Mr. Rogers served as counsel to labor unions as well as a Labor Counsel/Advisor to the Montgomery County, MD County Executive. With his prior experience on both sides of the bargaining table at the local level, and with his 17 years serving as neutral or as an arbitrator, Mr. Rogers is well suited for the City's Labor Relations Administrator position.

**FISCAL IMPACT:** The Labor Relations Administrator will be funded as contemplated in the Fiscal Year 2022 budget for outside consulting services for implementing the recently adopted Public Employee Collective Bargaining Ordinance. Costs will be variable with higher costs in the years in which there are elections, and with other costs being driven by a number and complexity of disputes which are subject to Labor Relations Administrator review.

**ATTACHMENTS:**

Attachment 1: Ordinance No. 5336, approved April 17, 2021

Attachment 2: Sean Rogers-Curriculum Vitae

**STAFF:**

Debra R. Collins, Deputy City Manager

Joanna Anderson, City Attorney

Meghan Roberts, Deputy City Attorney

Jen Jenkins, Acting Chief Human Resources Officer

Phil Caldwell, Acting Deputy Director, Department of Human Resources