



Legislation Text

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File #: 22-0329, Version: 1

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City of Alexandria, Virginia

MEMORANDUM

**DATE:** OCTOBER 5, 2021

**TO:** THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

**FROM:** MARK B. JINKS, CITY MANAGER /s/

**DOCKET TITLE:**

Confirmation of the Appointment by the City Manager of the City's Labor Relations Administrator.

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**ISSUE:** Consideration of the confirmation of the appointment of Sean J. Rogers to be the City's Labor Relations Administrator for collective bargaining.

**RECOMMENDATION:** That City Council confirm the appointment by the City Manager of Sean J. Rogers as the City's Labor Relations Administrator for collective bargaining for a four-year term.

**BACKGROUND:** On April 17, 2021, City Council adopted an amendment to City of Alexandria City Code Title 2, Chapter 5, Officers and Employees, by adding Article E, Collective Bargaining, Sections 2-5-67 through 2-5-80. In section 2-5-73- Labor Relations Administrator, the expectations and role are defined for the neutral arbiter. City staff solicited applications for this Labor Relations Administrator position via various professional website postings, announcement via various employment social media internet sites, and through the City's employment web posting. The four potential unions who have expressed interest in organizing City staff had equal representation on the screening committee along with four staff members appointed by the City Manager per Section 2-5-73 of the City Code. The screening committee reviewed the prospective applicants and unanimously submitted three names for the City Manager's consideration of appointment. The City Manager along with Deputy City Manager Debra Collins interviewed the three prospective applicants to determine the best suited candidate for this position. Subsequently, the City Manager appointed Sean J. Rogers to be the City's Labor Relations Administrator contingent upon confirmation of this appointment by City Council.

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