

Proposed Department Bylaws Amendments to Article IX “Standing Committees” to add the Labor and Employment Committee and the Police Practices Committee

To: City Attorneys’ Department Members

From: City Attorneys’ Department Executive Committee

Re: Proposed Department Bylaws Amendments to Article IX to add the Labor and Employment Committee and Police Practices Committees as Standing Committees.

In compliance with Article XV of the Department Bylaws, the Executive Committee submits proposed Bylaw amendments and this statement in support of the amendments.

Over the past year, the City Attorneys’ Department established two ad hoc committees—Labor and Employment, and Police Practices—in response to member interest. These committees have proven to be a valuable addition to both Cal Cities and the Cal Cities Attorneys’ Department. They have contributed by providing advice and feedback to the Cal Cities Legislative Advocacy Team, assisting with training for the Personnel Department, and offering recommendations for consideration by the Legal Advocacy Committee. Given the strong interest in participation and the positive impact of their work, there is significant support among members to continue these committees on a permanent basis.

With the support of the Labor and Employment and Police Practices ad hoc committees, the Executive Committee recommends amending the Bylaws to add these committees as standing committees in Article IX. The change will require non-substantive numerical revisions.

The proposed amendments will be voted on at the Department’s regular meeting at the Cal Cities Annual Conference, currently scheduled for Thursday, September 24, 2026, in Anaheim, California. If approved by a majority vote of those members in attendance, the Bylaw amendments will be effective immediately.

**Proposed Amendments to City Attorney's Department Bylaws;
Revise Article IX sections 13-15 (shown, changes in red)**

ARTICLE IX - STANDING COMMITTEES

Section 13 – Labor and Employment Committee

(a) Membership – The Labor and Employment Committee shall be appointed by the President after the spring conference and shall also designate its chair, with input from the outgoing chair. The term of the chair shall be one year, unless reappointed. The Committee shall be composed of at least five members. A Department Officer, as designated by the President, may serve as a liaison and attend meetings as necessary and appropriate.

(b) Term of Office – Appointments to the Committee shall commence upon appointment as of July 1. All appointments shall be for staggered two-year terms, but the President may re-appoint members.

(c) Duties and Responsibilities – The Committee shall be responsible for:

- (1) Monitoring legislation and case law relating to labor relations and employment; assisting Cal Cities and the Department in evaluating and analyzing the effect of said legislation and case law on cities; serving as a resource to membership regarding the same.
- (2) Making recommendations to the Legal Advocacy Committee relative to amicus participation in pending litigation;
- (3) Assisting the Municipal Law Handbook Committee in its annual update of the Handbook's discussion of laws relating to labor and employment.
- (4) Communicating, through the chair or designee, with the Department's representative on the Cal Cities Governance, Transparency and Labor Relations Policy Committee about committee activities that are of interest to both groups.

(d) Meetings – The Committee shall regularly meet by teleconference, or otherwise, to perform its duties. The Committee shall also endeavor to meet in-person at least once annually, at either the spring city attorney or annual conference. The Committee may establish subcommittees as it deems appropriate to perform its duties.

Section 14 – Police Practices Committee

(a) Membership – The Police Practices Committee shall be appointed by the President after the spring conference and shall also designate its chair, with input from the

outgoing chair. The term of the chair shall be one year, unless reappointed. The Committee shall be composed of at least five members. A Department Officer, as designated by the President, may serve as a liaison and attend meetings as necessary and appropriate.

(b) Term of Office – Appointments to the Committee shall commence upon appointment as of July 1. All appointments shall be for staggered two-year terms, but the President may re-appoint members.

(c) Duties and Responsibilities – The Committee shall be responsible for:

- (1) Monitoring legislation and case law relating to law enforcement; assisting Cal Cities and the Department in evaluating and analyzing the effect of said legislation and case law on cities; serving as a resource to membership regarding the same.
- (2) Making recommendations to the Legal Advocacy Committee relative to amicus participation in pending litigation;
- (3) Assisting the Municipal Law Handbook Committee in its annual update of the Handbook's discussion of laws relating to law enforcement.
- (4) Communicating, through the chair or designee, with the Department's representative on the Cal Cities Public Safety Policy Committee about committee activities that are of interest to both groups.

(d) Meetings – The Committee shall regularly meet by teleconference, or otherwise, to perform its duties. The Committee shall also endeavor to meet in-person at least once annually, at either the spring city attorney or annual conference. The Committee may establish subcommittees as it deems appropriate to perform its duties.

Section 15 – Reports to Membership

Each standing committee will provide periodic reports (either oral or written) at the Spring Conference, Annual Conference, or through the City Attorney Forum as deemed necessary by the committee in order to keep the members informed of the committee's activities. The chairperson may also be asked to briefly report on the committee's work at other department meetings and conferences.