



Employee Management Committee Representative Elections

Employee Management Committee

The Employee Management Committee (EMC) provides a structured forum for management and employees to discuss issues and concerns relating to employment matters. The Ordinance, which was established in August 2004 and amended in June 2006, continues to provide a process by which employees can serve on the EMC, also called the Consultation Team.

The EMC is made up of department directors, a designated representative from the City Manager's office, Human Resources staff, employee association representatives and one employee representative from each of the seven (7) represented Equal Employment Opportunity (EEO) categories. The Ordinance requires EEO category representatives of the Employee Management Committee be elected and serve for a period of *three years*.

Petition Timeline

Positions as EEO representatives on the EMC can be held by either individual employees or registered employee associations. Any employee interested in representing his/her EEO category on the EMC must submit a petition to the City Clerk's Office no later than 4:30 p.m. on **September 30, 2010** with the minimum number of signatures (see chart below). Petition signatures can be collected from **July 1st – September 30th**, and the EMC election will be held in October.

While sample petitions may be circulating, the official petition for use will be made available beginning June 30, 2010 on the COSAWeb or by contacting your HR Generalist. Part-Time Employees, Temporary employees, Uniformed Personnel of the San Antonio Fire Department and Police Department, and Park Police Officers, Airport Police Officers, Abatement Officers and Deputy City Marshals covered by Meet and Confer are not eligible to sign petition forms. More information for employees, including a list of job titles and corresponding EEO categories, can be found by visiting http://www.sanantonio.gov/hr/employee_relations/EMC_Elections.asp on the HR web site.

EEO Category	Minimum Number of Signatures Needed for Petition
Professionals	141
Technicians	26
Protective Services	27
Para-Professionals	60
Office/Clerical	98
Skilled Craft	98
Service/Maintenance	94

For Additional Information

Employees are encouraged to take advantage of this opportunity to provide suggestions and insight into real employee issues through this forum. Employees who have questions about the EMC and the upcoming EMC elections can contact Human Resources Customer Service at (210) 207-8705 or visit http://www.sanantonio.gov/hr/employee_relations/EMC_Elections.asp on the HR web site.