



# Overview of Civil Service Ordinance 2.68



# Agenda

1. City Charter Requirement
2. Ordinance Make-up
3. Brief History
4. Suggested Revisions, Review, and Next Steps

# City Charter Requirement & Ordinance Make-up

Article IX of the City Charter requires establishment of a Civil Service System

## Ordinance Make-Up

- Recruitment, examining and placement of employees;
- Classification of positions and pay plan;
- Promotions, disciplinary actions and removal of employees;
- Appeal hearings; and
- Such other personnel matters as the board may recommend



# Brief History

- ❖ Civil Service Ordinance 2533, Chapter 2.68 has been in effect since May 19, 2010
- ❖ Its been over 14 years since the ordinance has had a complete review and revision
- ❖ Changes in City and HR recruitment and hiring practices require update to the ordinance



# Suggested Revisions, Review, and Next Steps

- ❖ Revisions to applicability, administrative processes, application process, eligibility list requirements, and promotions are areas requiring update.
- ❖ We also need to update the ordinance to better reflect when language in CBAs will take precedence.
- ❖ Between now and our next meeting, HR will make suggested edits to the ordinance to reflect current practices.
- ❖ At the next Civil Service Board Meeting, the revised ordinance will be before this board for approval.
- ❖ After board approval, the ordinance will be sent to the City Manager for approval then put on a future Council agenda for adoption.



# QUESTIONS