



AGENDA SUMMARY PAGE
CITY COUNCIL MEETING OF: AUGUST 16, 2006

DEPARTMENT: HUMAN RESOURCES
DIRECTOR: CLAUDETTE ENUS

Consent Discussion

SUBJECT:

Discussion and possible action to approve the revised Civil Service Board Rules as agreed upon between Human Resources personnel and bargaining unions

Fiscal Impact

No Impact Augmentation Required
 Budget Funds Available Dept/Division:

Amount:
Funding Source:

PURPOSE/BACKGROUND:

After extensive meetings and reviews with Human Resources personnel and bargaining unions, the 1992 Civil Service Rules have been modified in order to 1) clarify, condense and eliminate repetition in the language, and 2) alter the eligible list criteria to allow greater depth and flexibility of applicant choice for management while increasing promotional opportunity for current employees.

RECOMMENDATION:

City Council to approve the revised Civil Service Rules

BACKUP DOCUMENTATION:

1. Revision Summary
2. Civil Service Rules 1992 - Revised 2006

Motion made by GARY REESE to Hold in Abeyance to 9/6/2006

Passed For: 7; Against: 0; Abstain: 0; Did Not Vote: 0; Excused: 0
LOIS TARKANIAN, LAWRENCE WEEKLY, LARRY BROWN, OSCAR B. GOODMAN,
GARY REESE, STEVE WOLFSON, STEVEN D. ROSS; (Against-None); (Abstain-None);
(Did Not Vote-None); (Excused-None)

NOTE: COUNCILMAN BROWN expressed a strong interest in opening Article 24-B, at the appropriate time, and possibly changing it.

Minutes:

JUDY TUTTLE, Deputy Director of Human Resources, indicated that the Civil Service Rules govern the recruitment, promotional and some of the disciplinary processes for classified employees. The rules needed clarification, as they were 14 years old. For the past two years, meetings have been held to discuss changes to the rules. She outlined the recommended

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revisions.

COUNCILMAN ROSS asked how the changes would affect appointives with regard to the promotion process. MS. TUTTLE answered that the classified employees are the only ones served by the Civil Service Rules. Appointment recruitments are done completely differently. However, the classified rules do not exclude appointives. Appointive employees who previously have been classified are able to apply for promotional positions, but they do not receive the three additional points. Appointive employees who have never been classified can apply under the open process.

COUNCILMAN ROSS asked how that could be revised to allow appointive employees to receive the additional points. BRUCE SNYDER, General Counsel for the City Employees Association, answered that changes, through the bargaining process, would have to be made to Article 24-B. MORGAN DAVIS, Deputy City Attorney, indicated that the Civil Service Rules are general rules and collective bargaining agreements are contractual, which prevail when there is a conflict. Appointive employees can apply for classified positions, as long as they have been classified, and that has been the policy for many years. COUNCILMAN ROSS opined that the policy is not fair.

COUNCILMAN BROWN agreed with the comments of COUNCILMAN ROSS. He would be interested in having a dialogue with the CEA, because he does not believe that the CEA would want to restrict a good employee, even if he/she is appointive.

MAYOR GOODMAN said he would feel more comfortable holding this matter for two weeks so that the individual Council members could receive more complete briefings.