

1 **DATE:** April 19, 2017

2 **TO:** Civil Service Commission

3 **FROM:** Kandice Taylor-Sherwood, Executive Director

4 **SUBJECT: REQUEST TO EXTEND ARTICLE VIII, SECTION 115(3) OF THE CIVIL**
5 **SERVICE RULES AND REGULATIONS**

6 On April 21, 2009, the City Council approved a revision to Section 115 of the Civil
7 Service Rules and Regulations to expand the Exceptions to the Rules May Be
8 Authorized. As part of the revision, Section 115(3) contains a sunset clause that
9 requires Civil Service Commission approval to remain in effect. The Commission
10 approved the first six-month extension on October 14, 2009, the second six-month
11 extension on April 14, 2010, a one-year extension on April 4, 2011, subsequently
12 began approving one-year extensions.

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14 The sunset clause expired April 2017. The amendment to broaden the Commission's
15 authority to make exceptions to the Civil Service Rules and Regulations is as follows:

16 *an exception to its*

17 *This rule*
18 *unless extended by Commission action.*

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22 Because the City continues to face financial challenges and in consideration of City
23 employees and former City employees affected by reductions in force since 2010, staff
24 recommends a 12-month retroactive extension of section 115(3).
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Recommendation:

Article VIII, Section 115(3):

Subsequent to its five extensions, Section 115(3) has been utilized by both the City Manager and the Civil Service Department to aid departments in hiring existing City employees. Section 115(3) expired April 2017. Because of the continued General Fund budget challenges and the City employees and former City employees affected by reductions in force since 2010, it is recommended that the Commission extend Section 115(3) retroactively until April 2018.

Staff is available to answer any questions for the Commission.