



Date: April 17, 2019

To: Civil Service Commission

From: David Honey,  Interim Executive Director

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

On April 21, 2009, the City Council approved a revision, expanding Section 115 of the Civil Service Rules and Regulations - Exceptions to the Rules May Be Authorized. As part of the revision, Section 115(3) contains a sunset clause requiring the approval of the Civil Service Commission for it to remain in effect. The Commission approved the first six-month extension on October 14, 2009, the second six-month extension on April 14, 2010, and a one-year extension on April 4, 2011. Subsequently, the Commission began approving one-year extensions of Section 115(3).

The amendment to broaden the Commission's authority to make exceptions to the Civil Service Rules and Regulations is as follows:

Section 115(3) – Further, the Commission may authorize an exception to its rules, if such exception is consistent with the mandate of Article XI of the City Charter and if, in the opinion of the Commission, the best interest of the City would be served. This subsection shall expire six months after the date City Council adopts this rule unless extended by Commission action.

Since 2009, given the authority to make exceptions to the Civil Service Rules and Regulations, the Commission has approved requests to conduct certain open-competitive examinations that are open only to City employees and former City employees affected by reductions in force, thereby minimizing the impacts of budget reductions. Additionally, under the same authority, the Commission has approved requests to temporarily utilize classified positions in the unclassified service when the need is demonstrated, and the action is in the best interest of the City. Extension of this authority for an additional one-year period will allow the Commission to continue to make exceptions in these situations and other situations that require unique and special flexibility and are in the best interest of the City.

Recommendation:

It is recommended that the Commission extend Article VIII, Section 115(3) through April 30, 2020.

Staff is available to answer any questions from the Commission.