

Chapter 14 Revisions Project



Revisions prepared by
Human Resources Department and Legal Department

Chapter 14 Revisions Project

- Many Chapter 14 provisions may not be substantively altered without negotiations with one or more labor unions
- The updates are primarily for the purposes of:
 - Clarifying existing language;
 - Effecting compliance with other law; and/or
 - Reflect actual City practice

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- Redundant definitions were eliminated
- Out-dated terms were replaced with more modern phrases (i.e. “service ratings” are now called “performance ratings”)
- Additional definitions were created to define or distinguish terms commonly used within the Chapter (i.e., new definitions for “examination” and “pay grade”)

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- Reflects actual delegation of duties in the modern payroll process
- HR Director, instead of Civil Service Commission, will certify the qualifications of applicants
- HR Director, instead of Civil Service Commission, will be the record keeper on hiring and examination documents and expands the retention period
- Mayor will be allowed to authorize compensatory time for employees up to pay grade 29 during a time of disaster

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- Classification Challenge process is described in greater detail to address frequent confusion about the department's options and deadlines
- Requires authorizations for outside employment be requested annually and/or for each new work assignment
- Expands the categories of weapons that are prohibited to be in the possession of city employees and clarifies the locations where possession is prohibited, in compliance with state law

Questions