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
Chapter 14 Revisions Project

• Redundant definitions were eliminated
• Out-dated terms were replaced with more modern phases (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