

## A G E N D A



## Recommendation for Council Action

|                     |         |       |               |     |
|---------------------|---------|-------|---------------|-----|
| Austin City Council | Item ID | 33397 | Agenda Number | 24. |
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|               |           |             |                 |
|---------------|-----------|-------------|-----------------|
| Meeting Date: | 6/26/2014 | Department: | Human Resources |
|---------------|-----------|-------------|-----------------|

## Subject

Approve an ordinance adopting the Municipal Civil Service Rules as recommended by the Municipal Civil Service Commission.

## Amount and Source of Funding

## Fiscal Note

There is no unanticipated fiscal impact. A fiscal note is not required.

Purchasing Language:

Prior Council Action:

For More Information: Mark Washington, Human Resources Director (512-974-3202) or Karen Sharp, Human Resources Assistant Director (512-974-1402)

Boards and Commission Action: May 6, 2014 - Unanimously approved by the Municipal Civil Service Commission, Recommendation Number 20140506-004A.

MBE / WBE:

Related Items:

## Additional Backup Information

In November 2012, Austin voters approved a proposition that amended City Charter, Article IX and created a classified Municipal Civil Service for certain employees of the City of Austin. Provisions of this Charter Amendment included the creation of a Municipal Civil Service (MCS) Commission to hear appeals and make final, binding decisions in the case of any MCS employee or appointee who is discharged, suspended, demoted, denied a promotion, or put on disciplinary probation.

The amended City Charter also directed the Human Resources Director to prepare municipal civil service rules to recommend to the MCS Commission. The MCS Commission held a public hearing to receive comment on the rules, and made modifications to the proposed rules. The MCS Commission has recommended the rules for adoption by the Austin City Council.

The MCS Rules contain the following provisions, as specified in City Charter, Article IX:

1. Initial appointments, promotions, and lateral transfers are based on merit and fitness;

2. Disciplinary probation or suspension, involuntary demotion, denial of promotion, and discharge must be for cause;
3. Establishment of probationary periods for six months for initial selections and three months for promotional appointments; and
4. Length of service and past work performance taken into account during a Reduction-in-Force.