

§ 39.036 APPLICATION TO APPOINTIVE OFFICERS

Councilor Rex Rolfig

Informational Meeting

§ 39.036 APPLICATION TO APPOINTIVE OFFICERS.

(a) This subchapter shall not apply to elective or appointive officers unless otherwise specifically stated. The term APPOINTIVE OFFICERS as used in this section shall include all appointive officers specifically provided for by statutes of the state and all other officers appointed to fill appointive offices created by ordinance, executive order or resolution as authorized by the statutes of the state or city charter.

(b) Anyone holding an appointive office, who at the time of his or her appointment thereto, was in the civil service of the city shall, upon his or her removal from appointive office, be returned to his or her former position and pay as an employee of the city and the period of his or her tenure as an appointive officer shall be included in his or her civil service rights.

PROPOSED CHANGES

- Proposed amendment grandfathers existing appointed employees (6).
 - Fire, Health, Human Resources, Planning & Police.
 - Grandfather would end after Dec. 31, 2015.

(b) Anyone holding an appointive office on or before Dec. 31, 2015, who at the time of his or her appointment thereto, was in the civil service of the city shall, upon his or her removal from appointive office, be returned to his or her former position and pay as an employee of the city and the period of his or her tenure as an appointive officer shall be included in his or her civil service rights.

BENEFITS TO PROPOSAL

- An appointed position should be equipped to take on that leadership roll without a safety net. Those appointed from outside the City's Civil Service System do not have any safety net.
- The status quo discourages new leadership from outside city government.
- Department morale may be negatively impacted when employees are 'bumped' by a former appointed employee regardless of the bumped employee's performance.
- The "former" position and pay of the appointed employee removed may not even exist within the organization.
- It may be challenging to have a former appointed Director successfully serve new leadership within the department.

BENEFITS TO STATUS Q U O

- The status quo promotes continuity within city departments by eliminating employee risk when he/she advances to an appointed leadership position.
- Political appointments after Administration changes.

QUESTIONS?

