



Legislation Details (With Text)

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On agenda:	5/26/2015	Final action:		5/26/2015	
Title:	A resolution approving amendments to the rules of the Colorado Springs Civil Service Commission for the Municipal Police and Fire Forces.				
Sponsors:					
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Attachments:	1. Resolution for changes to Civil Service Rules.pdf, 2. Civil Service Rules 1503 proposed for posting.pdf, 3. Civil Service Rules 1503 final.pdf, 4. Signed Resolution No. 53-15				

Date	Ver.	Action By	Action	Result
5/26/2015	1	City Council	adopted	Pass
5/11/2015	1	Council Work Session	referred	

A resolution approving amendments to the rules of the Colorado Springs Civil Service Commission for the Municipal Police and Fire Forces.

From:

Michael Sullivan, Secretary to the Civil Service Commission

Summary:

The Civil Service Commission unanimously (one absent) approved the attached changes to the Rules of the Colorado Springs Civil Service Commission for the Municipal Police and Fire Forces on March 31, 2015.

Previous Council Action:

No previous action with regard to the requested amendments.

Background:

The changes approved by the Civil Service Commission on March 31, 2015, include the following:

References throughout the Rules, including in the Table of Contents and page headers, to the "Municipal Police and Fire Forces" amended to the "Municipal Police and Fire Departments".

Reference in Civil Service Rule 1.5 to the "Director of Personnel" amended to "Director of Human Resources" to conform with current City job titles.

Reference in Civil Service Rule 2.1 to "Assistant Fire Chiefs" amended to refer to "Deputy Fire Chief". The rank of Assistant Fire Chief was eliminated by the Fire Department several years ago; thus, the rank reporting directly to the Fire Chief is Deputy Fire Chief.

Reference in Civil Service Rule 3.2 to applications being made "on forms provided by the Secretary" is stricken

as the reference to “forms” is outdated. As amended, applications are to be made “in a manner approved by the Commission.” In addition, the term “forms” in the second sentence of Rule 3.2 is amended to “applications.”

Civil Service Rule 3.3 is amended to strike “unless they have received a pardon,” to conform to Police and Fire Department practice.

Civil Service Rule 4.2 is amended, as with Rule 3.2, to strike “made on forms provided by the Secretary and,” and substitutes, “Applications shall be approved by the Commission.”

Civil Service Rule 4.3 is amended to strike reference to the “Department of Personnel”, which no longer exists as a City department, and, as amended, refers candidates to the applicable service “Department” (Police or Fire).

Civil Service Rule 4.6 A restricts the number of candidates eligible to participate in the promotional process based on actual or projected vacancies in the class for which examination is held. The amendment to this Rule strikes “the number of candidates eligible to take the next part of the selection procedure shall bear a direct relationship to the number of actual and projected vacancies in the class for which the examination is held.” This change conforms to the current practice of both the Police and Fire Department which do not consider the number of vacancies in determining promotional testing eligibility.

Civil Service Rule 4.6B is amended by striking the term “of personnel” in order to refer to the the applicable service “Department” (Police or Fire) rather than the “Department of Personnel”.

Civil Service Rule 4.6C is amended to make inclusion of Commission Members on oral boards optional by striking the term “including” and replacing it with “and may include”.

The reference to “Secretary” in Civil Service Rule 5.2 is amended to “Department,” to refer to the specific service Department rather than the City’s Director of Human Resources who serves as Secretary to the Commission.

The reference to the “Assistant Chief (Fire)” in Civil Service Rule 6.4B is stricken.

Civil Service Rule 7.2B permits an extension of the probationary period if approved by the “Secretary” (the City’s Director of Human Resources) upon the written request of the applicable service “Department Head”. Rule 7.2B is amended to permit the “Department Head” (Police or Fire Chief), to independently approve extensions of probation. In addition, the last sentence of Rule 7.2B is stricken in order to permit an extension of probation for lateral entry officers.

Civil Service Rule 7.3 is stricken and the numbering of the remaining rules are reconfigured to conform.

Civil Service Rule 7.4 is amended to incorporate Rule 7.7.

Civil Service Rule 7.7 is moved and incorporated as part of Rule 7.4.

Financial Implications:

N/A

Board/Commission Recommendation:

The Civil Service Commission at its meeting on March 31, 2015 discussed and unanimously voted to approve the Rule changes.

Stakeholder Process:

The Civil Service Commission at its meeting on March 31, 2015 discussed and unanimously voted to approve the Rule changes.

Alternatives:

City Council can deny the proposed changes to the Civil Service Rules.

Proposed Motion:

Approval of a resolution to amend the Rules of the Colorado Springs Civil Service Commission for the Municipal Police and Fire Forces.

N/A