



Legislation Text

File #: 17-944, **Version:** 3

Resolution to amend the Rules of the Colorado Springs Civil Service Commission for the Municipal Police and Fire Departments

Presenter:

Tracy Lessig, Division Chief - Employment Division, City Attorney's Office

Summary:

The Office of the City Attorney, on behalf and with approval of the Colorado Springs Police Department (CSPD) and the Colorado Springs Fire Department (CSFD), proposes the attached changes to the Rules of the Colorado Springs Civil Service Commission for the Municipal Police and Fire Departments (the Rules).

The proposed changes will align the Rules with Article XIV of the Charter of the City of Colorado Springs, including clarifying the categories of personnel within the classified and unclassified civil service. In addition, the proposed changes will clarify procedures related to the service terms of Commissioners and the impact of absences during the probationary period. The changes also correct the position titles of City directors and officers and include other minor changes for consistency with other City policies.

Previous Council Action:

City Council has not previously been asked to review or approve the amendments currently proposed. City Council reviewed the amendments currently proposed during its work session on May 22, 2017 and changes requested by City Council at that time have been incorporated.

Background:

Current language in the Rules is ambiguous and is not aligned with the language in Article XIV of the Charter of the City of Colorado Springs as well as CSPD and CSFD practice as it relates to the probationary status of Police Recruits, Fire Trainees, Police Officer 4th Class, Firefighter 4th Class, and lateral hire personnel. The proposed changes align the Rules with the language of Article XIV of the Charter of the City of Colorado Springs, including clarifying the categories of personnel historically within the classified and unclassified civil service. As the Rules were reviewed to address concerns identified with regard to personnel within the classified and unclassified civil service, additional changes pertaining to the service terms of Commissioners, the impact of absences on the probationary period, position titles, among other issues were identified and revised for clarity and accuracy, and are reflected in the proposed changes.

Financial Implications:

N/A

Board/Commission Recommendation:

At its May 2, 2017 meeting, the Civil Service Commission voted 4-0, with one Commissioner being absent, to adopt the changes as proposed here.

Stakeholder Process:

In conformance with Rule 11.8, the proposed changes were distributed to personnel at CSPD and CSFD at least 10 working days prior to the Commission's May 2, 2017 meeting. Personnel were directed to provide any objections to City Human Resources Manager, Danielle Lack, however no objections were received. Representatives of CSFD, CSPD, the Colorado Springs Police Protective Association (PPA), and the Colorado Springs Professional Firefighters IAFF Local 5 (Local 5) appeared at the Civil Service Commissions May 2, 2017 meeting and all stated support for the Rule changes as proposed here. No other persons appeared before the Commission on May 2, 2017 to comment or object to the proposed changes.

Alternatives:

Deny the request for amend the Rules of the Colorado Springs Civil Service Commission for the Municipal Police and Fire Departments

Proposed Motion:

Move for approval of the proposed resolution amending the Rules of the Colorado Springs Civil Service Commission for the Municipal Police and Fire Departments.

N/A