

CIVIL SERVICE COMMISSION OF THE CITY OF PUEBLO

In re: Proposed Amendment to Civil Service Rule 18 of Chapter 13 of Title VI of the Pueblo Municipal Code relating to the required period of notice with respect to promotional exams.

Report to the Pueblo City Council

Pursuant to the requirements of Civil Service Rule 40, the Civil Service Commission held a public hearing on Tuesday, December 14, 2021 at 11:00 a.m. in the City Council Chambers, City Hall, 1 City Hall Place, Pueblo CO, for consideration of an amendments to Civil Service Rule 21, and hereby forwards the proposed amendments to the City Council for its consideration together with this report on the proposal and hearing.

Summary of Hearing

Manuel Alcala, Civil Service Administrator, spoke in favor of the amendments and provided recommendations summarized as follows:

Under the direction of the Civil Service Commission, a Rule Revision Taskforce was created. The mission and primary objective of the Rule Revision taskforce is to review the rules and propose changes that will address the time it takes to hire classified employees. The proposed amendments to Rule 18(e) ("Proposal") are intended to clean up the language in this rule and decrease the time it takes to fill promotional vacancies by lowering the required notice of promotional exam date from 30 to 15 days. The change is recommended upon following reasons and basis:

1. The timeframe between the start of the application window and exam is shortened, expediting the time-to-hire.
2. Notice of exam date for all positions is set at 15 days, standardizing and simplifying the testing process.
3. The Proposal will not change or limit City's obligation under either (a) Section 35.2 of the Police labor agreement to provide at least sixty days prior of any promotional examination with respect to the Sergeant or Captain classification; or (b) Article 49 of the Fire labor agreement to make a good faith effort at providing six (6) months prior notice of any promotional examination dates with respect to classifications in the bargaining unit.
4. The General Services bargaining unit has reviewed and does not object to the Proposal.



Mr. Alcala further testified that the rule changes had been reviewed by the Mayor who is in support of the rule changes.

No one appeared to speak in opposition to the proposed amendment.

Recommendation

The Commission recommends passage of the proposed amendments.

Signed this 14th day of December, 2021.


Dan Archibeque, Commissioner

Sharon Bonner, Commissioner

Erick Javaneau, Commissioner