

PERSONNEL COMMITTEE

14-023-0

ORDINANCE NO. _____

AN ORDINANCE AMENDING CHAPTER V, SECTION 36, OF THE CITY CHARTER, CIVIL SERVICE, REMOVING THE PROVISION RELATING TO RANDOM SELECTION FOR ENTRY-LEVEL EMPLOYEES.

CITY PROPOSAL:

The city of Duluth does ordain:

Section 1. That Chapter IV, Section 21 of the 1912 Home Rule Charter of the city of Duluth, as amended, is hereby amended, to read as follows:

Sec. 36. Same--Powers and duties; exceptions for those persons entitled to worker's compensation benefits.

(A). The board, with the approval of the council, shall make rules and regulations for the proper conduct of its business, and shall provide: for the classification of all employees, except (1) the officers mentioned in Chapter IV (sections 18 through 34, inclusive) of this Charter; (2) two deputy chiefs of police, who at the time of appointment as such must be a sworn law enforcement officer in the classified service of the city; (3) two deputy fire chiefs, who at the time of appointment as such must be employed in the fire department of the city; (4) an equal opportunity representative; and (5) day laborers, officers of election boards, special police officers, special detectives and other temporary employees; for open competitive and free examination as to fitness, ~~provided that when the board certifies a position as an entry level position which requires only basic manual skills, open and free random selection may be used in lieu of or in connection with a competitive examination;~~ for an eligibility list from which vacancies shall be filled; for a period of probation before employment is made permanent; and for promotion on the basis of merit, experience and record. Employees within the scope of this Chapter, who are in office at the time of the adoption of this

Charter, shall retain their positions, unless removed for cause. The council may, by ordinance, confer upon the board such further rights and duties as may be deemed necessary to enforce and carry out the principles of this Chapter;

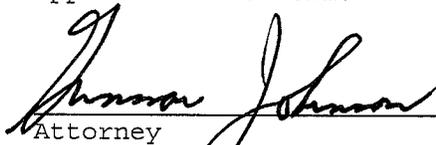
(B). Notwithstanding anything to the contrary in paragraph (A) above, the board, with the approval of the council, may establish noncompetitive or other alternative evaluation procedures for the employment of persons with disabilities when because of such disabilities the procedures prescribed by paragraph (A) would not provide such disabled applicants with equal employment opportunity. The board may authorize the appointment of any such person to a position in the classified service if it determines that such person has so demonstrated the ability to perform the duties of the position;

(C). Notwithstanding anything to the contrary in paragraph (A) above or in any ordinance of the city, any person who is employed or has been employed by the city in any classified or unclassified position, who has sustained personal injury arising out of and in the course of such person's employment with the city within the meaning of the state worker's compensation law so that such person may be entitled to receive worker's compensation benefits as a result of such personal injury, or has sustained personal injury or developed a disease or debilitating condition such that the person may qualify for disability benefits pursuant to a long term disability insurance program provided by the city by collective bargaining agreement or otherwise, may be employed in any classified position deemed appropriate by the chief administrative officer without having to comply with the ordinary classified service procedures regarding application for employment, testing, and certification from an eligible list. Any person employed in a

classified position pursuant to this paragraph shall not be compensated for employment in such position at a rate which is greater than that currently prescribed for the city position or classification which such person occupied when the above-mentioned personal injury was sustained, or the above-mentioned disability occurred. The implementation of this Subsection (C) shall be subject to the provisions of any pertinent collective bargaining agreement to which the city is a party.

Section 2. That this ordinance shall take effect 90 days after its passage and publication.

Approved as to form:



Attorney

ATTY GBJ:cjh 3/20/2014

STATEMENT OF PURPOSE: This ordinance amends Chapter V, Section 36, of the Duluth City Charter relating to Civil Service. This amendment removes a provision which provides the option for the City to utilize open and free random selection when hiring an entry level position requiring only basic manual skills. This provision is contrary to the requirements of the Minnesota Veterans Preference Act and could potentially violate State law. The City currently uses open competitive selection and has not applied this provision.

This amendment was reviewed and recommended by the Charter Commission at its meeting of April 9, 2014.

This ordinance requires a unanimous vote for approval.