



AGENDA REPORT

Department: Administrative Services - Human Resources
Prepared by: Molly Brennan, Administrative Services Director
Meeting Date: Tuesday, August 15, 2023
Approved by: Ben Martinez, Interim City Manager

SUBJECT:

Civil Service Rule II, Section 206A Amendment – Career Advancement

RECOMMENDATION:

Adopt the resolution entitled “Resolution of the City Council of the City of National City, California, amending the addendum to Rule II, Section 206A of the Civil Service Rules to allow for a career advanceable progression from Fire Inspector I to Fire Inspector II and Part-Time Call Taker to Part-Time Police Dispatcher.”

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

On January 10, 2023 and July 12, 2023 the National City Civil Service Commission voted unanimously to support the proposed amendment to Civil Service Rule II, Section 206A (exhibit A).

EXPLANATION:

City of National City Civil Service Rules (CSR) I, II and III allow for a Career Advancement program in the City’s classification and promotion system. As prescribed, the Career Advancement program allows the City to budget and classify certain positions at the journey level but recruit for and hire individuals at a trainee or entry level. Once the incumbent has the appropriate tenure, met the minimum qualifications of the journey level classification and has demonstrated competence, s/he is eligible to move up to the next level in the series, without competition until s/he reaches the journey level (or lower if the position is classified below the journey level). The job classifications that are eligible for the Career Advancement program are outlined in the addendum to CSR II, Section 206A. There are currently five career advanceable series in the City: Junior Engineer-Civil to Assistant Engineer-Civil; Accountant Trainee to Accountant; Code Conformance Officer I to Code Conformance Officer II; Management Analyst Trainee to Management Analyst I/II, and Payroll Technician I to Payroll Technician II.

On January 10, 2023 and July 12, 2023 the National City Civil Service Commission voted unanimously to amend the addendum to Civil Service Rule II, Section 206A to allow for the inclusion of the part-time police dispatcher series and fire inspector series. As amended, the Part-Time Call Taker classification would be career advanceable to Part-Time Police Dispatcher and the Fire Inspector I classification would be career advanceable to Fire Inspector II.

FINANCIAL STATEMENT:

There is no direct fiscal impact associated with this item.

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Public Safety

ENVIRONMENTAL REVIEW:

This is not a project under CEQA and is therefore not subject to environmental review.CCR15378;
PRC 21065.

PUBLIC NOTIFICATION:

Agenda Report posted within 72 hours of meeting date and time in accordance with Brown Act.

ORDINANCE:

Not Applicable

EXHIBITS:

Exhibit A – Civil Service Rule II, Section 206 Amendment

Exhibit B – Resolution