

Alternate Cities Civil Service Research

Austin:

Information obtained through Berry Cook 512-974-3312, the Civil Service Administrator on 02/14/14.

Structure: City Council/Manger, 3 Member Civil Service Commission

Civil Service Director Mark Washington reports to the Assistant City Manager.

Civil Service: There is a Civil Service office. Chapter 143. 3 uniform departments, EMS, Fire, and Police, with a collective bargaining and 'confer and meet' system. This year they are implementing a municipal system to include appeals for demotions, etc.

San Antonio:

Information obtained through Charles Kesl 210-207-4437, the liaison to the Municipal Civil Service Commission on 02/14/14.

Structure: City Council/Manger, 3 Member Civil Service Commission

HR Director is officially over Civil Service issues, and reports to the Assistant City Manager.

Civil Service: HR Department. Chapter 143. No Civil Service Department, everything is handled through HR. The commission hears appeals regarding municipal employee suspensions, reductions, or removals and investigates personnel administration.

Houston:

Information obtained through Jennifer Nolan 832-395-4836, in the Classified Testing Department on 2/14/14.

Structure: Mayor/City Council/Manger, 3 Member Civil Service Board

Civil Service: HR Department and Classified Testing Departments

HR Director is over Civil Service issues, and reports to the Mayor's office.

Civil Service: Chapter 143. No Civil Service Department, instead there is a classified testing department that handles uniform employees testing only. The board has just started ruling on appeals regarding municipal employee suspensions, and reductions.

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Chicago:

Information obtained through City of Chicago Website

<http://www.cityofchicago.org/city/en/depts/dhr.html> and HR Department on 3/4/14.

Structure: Mayor/Council; 18 Member Commission on Human Services/Relations

Civil Service: HR Department

HR Director Arnold Romeo reports to Soo Choi, Commissioner who reports to the Mayor's office.

HR Department was "uncomfortable releasing any information regarding personnel rules or civil service rules since they have union contracts."

Las Angeles:

Information obtained through City of LA Website <http://www.lacity.org/index.htm> on 3/4/14.

Structure: Mayor/Council; 5 Member Commission

Civil Service: Personnel Department

Manager of Personnel Department reports to the Mayor's office.

The Civil Service Commission Establishes and revises Civil Service Rules. Prepares Commission agenda and minutes. Receives suspension, termination and discrimination appeals. Conducts and coordinates disciplinary hearings. Provides transcripts of hearings and meetings.

New York:

Information obtained through NYC Website

<http://www.nyc.gov/html/dcas/html/about/about.shtml> on 3/4/14.

Structure: Mayor/Council; 4 Member Commission

Civil Service: Citywide Administrative Services Department

Brian Goldberg Asst. Commissioner, Civil Service Administration reports to Maria DiPaola Chief Human Capital Officer who reports to Stacey Cumberbatch, Commissioner

The Civil Service Commission hears and decides appeals by applicants who have been disqualified for appointment to civil service positions. The Commission also hears and decides appeals by City employees who were disciplined by their employing agency. The Commission may affirm, modify or reverse the decisions that are appealed to it. Furthermore, the Commission may conduct reviews and studies of the administration of City personnel.

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San Francisco

*Information obtained through City of San Francisco Website
<http://www.sfdhr.org/index.aspx?page=21> on 3/4/14.*

Structure: Mayor/Council/Manager; 5 Member Commission

Civil Service: HR Department

HR Director Micki Callahan reports to the Mayor's office.

The Civil Service Commission carries out the merit system provisions of the Charter: Establishes and revises Rules, policy and procedures on the merit system applicable to City & County of San Francisco departments, the Municipal Transportation Agency and classified employees of the San Francisco Unified School District and the San Francisco Community College District; Conducts hearings on appeals on examinations, eligible lists, minimum qualifications, discrimination complaints, future employment with the City, and other merit system matters under its jurisdiction; Reviews, monitors and audits the operation of the merit system - receives reports, conducts hearings and takes remedial action as required and where appropriate; Provides an Inspection Service to applicants, employees, departmental representatives, union representatives, and members of the public; Conducts training and outreach on the merit system; Approves contracting out based on the scope of services; Publishes the Civil Service Adviser and other merit system informational materials; Sets salaries of elected officials; and Performs functions authorized in Employee Relations Ordinance administration.