

RESOLUTION NO. 20200123-111

WHEREAS, in November 2012, Austin voters approved Proposition 10 to establish for the first time a municipal civil service (MCS) system for most City employees who are not covered by state civil service law; and

WHEREAS, the MCS Commission recommends the adoption of civil service rules to the City Council, hears appeals, and makes final, binding decisions in the cases of City employees who are denied a promotion, discharged, demoted, suspended, or put on disciplinary probation; and

WHEREAS, pursuant to City Code Section 2-1-164, the Commission may meet as necessary to carry out its duties under Article IX of the City Charter; and

WHEREAS, Article IX of the City Charter provides that commissioners may be paid compensation for their services as determined in advance by the Council; and

WHEREAS, the average time between the date an employee files a notice of appeal and the date of a Commission hearing on that appeal increased from 78 days in Fiscal Year 2018 to 149 days in Fiscal Year 2019; and

WHEREAS, MCS hearings are currently scheduled through May of 2020; and

WHEREAS, a timely hearing is an important and desirable component in the

MCS appeal process; and

WHEREAS, depending on the number of employee appeals filed, it may be necessary from time to time to schedule additional meetings of the Commission to ensure that employees have the opportunity for a timely hearing; **NOW, THEREFORE**,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

When the time between the date an employee files an MCS appeal and the next available hearing date for that appeal exceeds 90 days, the MCS Director shall request that the Commission hold additional, special called meetings (in addition to the Commission's regular bimonthly meetings) with the aim of reducing the expected wait period to less than 90 days when possible.

BE IT FURTHER RESOLVED:

The City Manager is directed to establish a policy to pay reasonable compensation to MCS Commissioners for their attendance at any special called meeting described in this Resolution that provides an appropriate incentive for Commissioners to attend such special called meetings.

BE IT FURTHER RESOLVED:

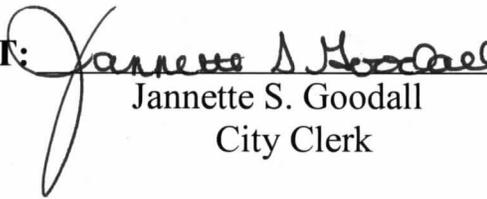
The City Manager is directed to provide a written report on the implementation of this Resolution to the Audit & Finance Committee within 30 days.

BE IT FURTHER RESOLVED:

The City Manager is directed to provide the Audit and Finance Committee an annual written review of the MCS program addressing the efficacy of this Resolution and any other matters the City Manager determines appropriate.

ADOPTED: January 23, 2020

ATTEST:



Jannette S. Goodall
City Clerk