

DETROIT CHARTER REVISION COMMISSION

PROPOSAL/ISSUE REVIEW SUMMARY

ISSUE NUMBER: GDS 17

ISSUE CATEGORY: Government Department & Services

SOURCE: City Council

RELATED CHARTER SECTIONS: §6-509 ([Human Resources] Classification of Positions)

Letter dated December 2, 2010

RELEVANT ORDINANCE SECTION:

RELEVANT LAW(S):

ISSUE/PROPOSAL STATEMENT: Require Council approval for changes to the Charter required classification plan, including title and scope of work and that a detailed justification for the change accompany the request for change.

Sec. 6-509. Classification of positions.

The human resources director shall prepare, maintain, and from time to time revise a classification plan for all positions in the classified service. The classification plan shall include an appropriate title for each class and a description of the duties and responsibilities of positions in the class. The human resources director may consult with the heads of city agencies in the preparation of those descriptions.

The classification plan and any revision of it shall be filed with the city clerk and shall be a public record. The plan or any revision shall become effective thirty (30) days after filing, except that, within the thirty (30) day period, the civil service commission may, on its own initiative or at the request of any classified employee or the head of any agency affected, review the classification plan or any revision and, after giving the human resources director a full hearing, may make changes if it finds upon clear and convincing evidence that the description or classification of any position or positions is improper.

Any changes to the classification plan, including title and scope of work shall be approved by city council. Such requests should be accompanied by detailed justification for the change(s).

RATIONALE: "This language is proposed by the Fiscal Analysis division." – *City Council Recommendations, dated November 19, 2010.*

"This language is proposed by city council's Fiscal Analysis Division in order to provide greater oversight and control over departmental spending by tying it directly to specific job titles provided for in the city's jobs classification plan."-*City Council's Rationale, Letter, dated December 13, 2010.*

ANALYSIS:

DISPOSITION/COMMISSION ACTION:

NOTES: