

Sec. 54-155. - Employment—Appointments.

- (a) The policy of the city is to employ personnel according to merit and fitness. To that end, the city shall use all available means to attract qualified candidates for employment and to make such investigations and examinations as are deemed appropriate to assess fairly the aptitude, education and experience, knowledge and skills, character, physical fitness, and other qualifications required for positions in the service of the city. All tests and examinations must receive the prior approval of the human resources director and must be in accordance with state and federal law. The human resources director will carefully evaluate the effect of all tests and examinations in order to insure that no particular classes or groups of employees experience an adverse impact.
- (b) The policy of the city is to create career opportunities for its employees whenever possible. Therefore, normally, when a current employee applying for a vacant position possesses the most suitable qualifications, that employee should be promoted to the position. However, if by promoting a current employee, the city would create or continue substantial imbalance in the ethnic make-up for a particular grouping, the city should carefully consider all applicants, so that it may, where reasonable, for the purpose of this section to ensure that the city strives and maintains a work force representative of the community's sex, race and age makeup.

(Ord. No. 2012-178, § 1, 11-27-12)

Editor's note— Ord. No. 2012-178, § 1, adopted November 27, 2012, amended § 54-155 to read as set out herein. Former § 54-155 pertained to appointments and was derived from Ord. No. 1994-43, art. V, § 5, adopted July 26, 1994 and Ord. No. 1997-42, § 2, adopted August 26, 1997.

Sec. 54-156. - Qualification standards.

Employees shall meet the employment standards established by the position classification plan and such other reasonable minimum standards as may be established by law or the city manager, with advice and recommendations of the human resources director and the respective department head.

(Ord. No. 2012-178, § 1, 11-27-12)

Editor's note— Ord. No. 2012-178, § 1, adopted November 27, 2012, amended § 54-156 to read as set out herein. Former § 54-156 pertained to qualifications of employees and was derived from Ord. No. 1994-43, art. V, § 6, adopted July 26, 1994 and Ord. No. 1997-42, § 2, adopted August 26, 1997.