

2.44.130 Membership--Registration as emergency services workers-- Compensation for injury or death. The city shall register all regular members of the police reserve force as emergency services workers so that, in the event of injury or death in the performance of duty, such reserve officers will be eligible for compensation available for the purpose as established by the state legislature and administered by the State Military Department. (Ord. 1560, 1998).

2.44.140 Wearing uniforms. Reserve officers will not wear their police uniforms except while going to or returning from duty. (Ord. 1335, § 14, 1980).

2.44.150 Validity. Should any section or provision of this chapter be declared by the courts to be unconstitutional or invalid, such decision shall not affect the validity of the chapter as a whole, or any part thereof other than the parts so declared to be unconstitutional or invalid. (Ord. 1335, § 15, 1980).

2.44.160 Nonliability of city. This chapter is intended to be a law of general application for the public at large; it is not intended to impose liability on the part of the city or its employees running to individual members of the public. (Ord. 1335, § 16, 1980).

Chapter 2.50

PROCEDURES OF HIRING OF EMPLOYEES

Sections:

- 2.50.010 Applicable laws.
- 2.50.020 Purpose.
- 2.50.030 Policy.
- 2.50.040 Severability.

2.50.010 Applicable laws. Subject to all applicable laws, regulations and current ordinances, including those relating to Civil Service, the City adopts the following procedures relating to the hiring and confirmation of employees.

2.50.020 Purpose. To establish policy and procedure for all phases of the hiring process, including applicant recruitment, interviewing, selection and appointment.

2.50.030 Policy. A. Employment activities are conducted to employ the best-qualified persons available to fill requirements established by the City. Civil Service positions (police) are subject to the Rules and Procedures of the Civil Service Commission.

B. Announcements must state "AA/EOE/ADA Compliance", and must stipulate that all new employees are required within 72 hours of their

date of hire to present acceptable documents verifying identity and authorization to be employed in the United States (pursuant to the Immigration Reform and Control Act).

C. Recruitment methods may be modified as appropriate for the position to be filled.

D. All applications for open positions should include a current, completed City application. Any false or misleading information supplied as part of an application for employment may be grounds for rejecting the applicant or dismissing an employee.

E. The City Council will designate one or two City Council representatives for participation in the screening and interview/assessment process of all full time positions.

After screening and/or interviews, the Mayor shall appoint all positions subject to the confirmation of the City Council.

F. Civil Service (police) appointments are made in accordance with applicable Civil Service Rules and Regulations.

G. All non-Civil Service hirings shall use only job related procedures, materials or questions. Job-related questions will measure job knowledge, experience, education, skills, and abilities, or will solicit responses which reflect personal traits which are job-related. Questions which pertain to race, religion, national origin, age, marital status, sex, or other inquiries which directly or indirectly disclose such information are prohibited. Questions concerning handicap or age must be based on actual job requirements. Consistency will be maintained in the oral or written examination materials implemented with all candidates.

H. Interview teams shall consist of personnel who are objective and who have expertise with the technical or humanistic elements of the position to be staffed. Any person asked to participate as an interviewer or evaluator who has a family or personal relationship with a candidate that would bias or appear to bias the objective evaluation of that candidate shall disqualify self from the selection process.

2.50.040 Severability. If any section, clause or phase of this Ordinance and the included administrative procedures for hiring of employees is declared unconstitutional or invalid for any reason, such decision will not affect the validity of the remaining portion of this Ordinance. (Ord. #1616, 2001)