

## Augment in Favor of Measure R1

Albany's Civil Service Board is no longer needed. An independent review of City advisory bodies in 2012 found the Board unnecessary to the City function and recommended its dissolution. This ballot measure eliminates the Board and adds a definition for Classified Services personnel as all sworn public safety personnel except for the Chief of Police and Fire Chief.

The Civil Service Board was codified in the original City Charter to ensure fairness in the employment practices for all persons who are in the Classified Service.

Current rules and regulations related to the Classified Service personnel are governed by statute, case law and contracts, and the Board has little actual discretion to enact rules. The recruitment and hiring process of employees has been professionalized and is overseen by trained and competent City staff. Employees are organized and collectively bargain for wages, hours, and other terms and conditions of employment and grievance procedures have been established.

Policies and procedures are in place to ensure compliance with all legal protections and regulations afforded to members of the Classified Service. The dissolution of the Civil Service Board would not negatively impact employees.

The primary remaining role of the Civil Service Board is to approve eligibility lists resulting from recruitment and/or promotion of a classified service position. This adds an unnecessary bureaucratic layer of oversight, hampering the speed and productivity of staff. We don't want any roadblocks in the hiring of police and fire personnel.

The City Council asks you to vote YES to remove the Civil Service Board from Albany's Charter. A YES vote is a vote for a more efficient city.

Peter Maass, Mayor

Peggy McQuaid, Vice Mayor

Michael Barnes, Council Member

Rochelle Nason, Council Member

Nick Pilch, Council Member