

IMPACT STATEMENT

Legislation title: *Amend non-represented Community Safety Transition Director classification to establish at-will status and exclude employees hired into the classification from the classified service (Ordinance; amend Ordinance No. 190392)

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Presenter name: Tracy Warren

Purpose of proposed legislation and background information:

The City created the classification of Community Safety Transition Director effective April 1, 2021 per Ordinance 190392. This amendment is to designate at-will status to the classification.

Per the Human Resources Administrative Rules, at the recommendation of the Director of Human Resources and with the approval of City Council by ordinance, employees may be excluded from the classified service and designated as at-will if they are in a classification where a critical element is exercising independent judgment in the formulation of policies that have citywide impact or importance.

At-will status for the Community Safety Transition Director is appropriate as this position leads systemic change that aligns public safety resources and systems to improve services to, and outcomes for, the community.

Financial and budgetary impacts:

There is no direct cost to designate the classification as at-will. The Community Safety Transition Director aligns with existing salary grade 62 which currently has a range of \$55.79 to \$94.83 hourly / \$116,043 to \$197,246 annual full time.

Community impacts and community involvement:

This action is largely internal to City government processes.

100% Renewable Goal:

This action is largely internal to City government processes.

Budgetary Impact Worksheet

Does this action change appropriations?

- ☐ **YES:** Please complete the information below.
☒ **NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount