

ORDINANCE NO. 0-15303
(New Series)

(O. 80-305)

JUL 28 1980

AN ORDINANCE AMENDING CHAPTER II, ARTICLE 3,
DIVISION 13 OF THE SAN DIEGO MUNICIPAL CODE,
BY AMENDING SECTION 23.1302 [RULE XII,
SECTION 2] RELATING TO PERFORMANCE RATINGS.

WHEREAS, last year the Civil Service Commission (herein called "Commission") approved in concept a new Performance Review Program for all City employees; and

WHEREAS, to implement this program, it was necessary that the Commission recommend for Council approval several changes to Rule XII of the Civil Service Rules relating to Efficiency; and

WHEREAS, the present rule refers to performance ratings and employee development reports; and

WHEREAS, the new recommended language refers only to performance reports; and

WHEREAS, the Commission has reviewed these proposed changes and recommends them to the City Council for final approval; NOW, THEREFORE,

BE IT ORDAINED, by the Council of The City of San Diego, as follows:

Section 1. That Chapter II, Article 3, Division 13, of the San Diego Municipal Code be and the same is hereby amended by amending Section 23.1302 to read as follows:

SEC. 23.1302 PERFORMANCE RATINGS
[Rule XII, Section 2 of the Rules of
the Civil Service Commission]

The Personnel Director shall require appointing authorities to submit performance reports of individual employees on the forms and in the manner prescribed by the Commission.

(1) Employee performance reports shall be based upon the independent judgments of two or more supervisors, one of whom shall be the immediate supervisor of the employee.

(2) The rating factors and the methods of evaluation shall bear relationship to the duties and responsibilities of the employees being evaluated.

(3) Employees shall receive exact copies of their performance reports and any narrative or special report pertaining thereto.

(4) Upon presenting supporting facts and evidence that a performance report was not determined in the manner prescribed, an employee may appeal to the Personnel Director, who shall have the power after conference with the appointing authority concerned, to change a performance report when, upon investigation, it appears that it was not determined in conformity with the provisions of this rule.

Section 2. This ordinance shall take effect and be in force on the thirtieth day from and after its passage.

APPROVED: JOHN W. WITT, City Attorney

By Jack Katz
Jack Katz, Chief Deputy

JK:lco
301
5/13/80
Or.Dept.:Personnel

0-15303

Passed and adopted by the Council of The City of San Diego on JUL 28 1980,
 by the following vote:

Councilmen	Yeas	Nays	Not Present	Ineligible
Bill Mitchell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bill Cleator	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bill Lowery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leon L. Williams	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fred Schnaubelt	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Mike Gotch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Larry Stirling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lucy Killea	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Pete Wilson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

PETE WILSON
 Mayor of The City of San Diego, California.

CHARLES G. ABDELNOUR
 City Clerk of The City of San Diego, California.

(Seal)

By Rita Andrews, Deputy.

I HEREBY CERTIFY that the foregoing ordinance was not finally passed until twelve calendar days had elapsed between the day of its introduction and the day of its final passage, to wit, on

JUL 15 1980, and on JUL 28 1980.

~~I FURTHER CERTIFY that said ordinance was read in full prior to its final passage.~~

I FURTHER CERTIFY that the reading of said ordinance in full was dispensed with by a vote of not less than a majority of the members elected to the Council, and that there was available for the consideration of each member of the Council and the public prior to the day of its passage a written or printed copy of said ordinance.

CHARLES G. ABDELNOUR
 City Clerk of The City of San Diego, California.

(Seal)

By Rita Andrews, Deputy.

Office of the City Clerk, San Diego, California	
Ordinance Number <u>0-15303</u>	Adopted <u>JUL 28 1980</u>

CERTIFICATE OF PUBLICATION

San Diego, City of
12th Floor, City Admin. Bldg.
202 C St., San Diego, CA 92101
ATTN: Rita Andrews

IN THE MATTER OF

NO.

AN ORDINANCE AMENDING CHAPTER II, ARTICLE 3, DIVISION
13 OF THE SAN DIEGO MUNICIPAL CODE, BY AMENDING SEC-
TION 23.1302 (RULE XII, SECTION 2) RELATING TO PERFORMANCE
RATINGS, ETC.

I, Camille Simpson, am a citizen
of the United States and a resident of the County aforesaid; I am over the
age of eighteen years, and not a party to or interested in the above-entitled
matter. I am the principal clerk of the San Diego Daily Transcript, a
newspaper of general circulation, printed and published daily, except
Saturdays and Sundays, in the City of San Diego, County of San Diego, and
which newspaper has been adjudged a newspaper of general circulation by
the Superior Court of the County of San Diego, State of California, under
the date of January 23, 1909, Decree No. 14894; and the

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(New Series)
AN ORDINANCE AMENDING CHAPTER II, ARTICLE 3, DIVISION
13 OF THE SAN DIEGO MUNICIPAL CODE, BY AMENDING SEC-
TION 23.1302 (RULE XII, SECTION 2) RELATING TO PER-
FORMANCE RATINGS.
This ordinance would amend the Civil Service Rules relating to
Efficiency in order to provide sufficient guidance to implement the
City's new Performance Review Program.
A complete copy of the Ordinance is available for inspection in
the Office of the City Clerk of the City of San Diego, 12th Floor, City
Administration Building, 202 "C" Street, San Diego, CA 92101
introduced on July 15, 1980
read and adopted by the Council of The City of San Diego on
July 21, 1980.
ATTESTED BY:
RITA ANDREWS,
Secretary of the City of
San Diego, California.
CHARLES G. ABDELNOUR,
City Clerk of the City of
San Diego, California.
(REAL)
BY RITA ANDREWS,
Deputy
Published August 11, 1980 80-8011

ORDINANCE NO. O-15303 (New Series)

is a true and correct copy of which the annexed is a printed copy and was
published in said newspaper on the following date(s), to wit:

August 11, 1980

I certify under penalty of perjury that the foregoing is true and correct.

Dated at San Diego, California this 11th day of Aug., 1980.

Camille Simpson

(Signature)

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