



City of Somerville, Massachusetts

Legislation Details (With Text)

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File created: 11/9/2022 **In control:** City Council

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Enactment date: 3/23/2023 **Enactment #:** 215118

Title: Amending Section 2-326 of the Code of Ordinances, related to the Personnel program.

Sponsors: Willie Burnley Jr., Jefferson Thomas (J.T.) Scott

Indexes:

Code sections: Ordinance Not Zoning -

Attachments: 1. Amendment to Sec 2-326, 2. 02.14.23 LM Approved Amendments Section 2-326, 3. 03.23.23 CC Amendments Section 2-326

Date	Ver.	Action By	Action	Result
3/30/2023	1	City Council	Mayoral Approval	
3/23/2023	1	City Council	Ordinance ordained	Pass
3/14/2023	1	Legislative Matters Committee	Recommended to be approved as amended	Pass
2/14/2023	1	Legislative Matters Committee	Kept in committee	
11/10/2022	1	City Council	Referred for recommendation	Pass

Agenda Summary

Amending Section 2-326 of the Code of Ordinances, related to the Personnel program.

Official Text

That the Code of Ordinances be amended by making the changes as noted within.

ARTICLE VII. PERSONNEL PROGRAM

Sec. 2-326. Personnel program.

It is the purpose of this article to establish a comprehensive personnel program in the city. The system of personnel administration established herein shall be consistent with the following merit principles:

- (1) Selection and advancement shall be made on the basis of ability, knowledge, and skills; (2) Compensation shall be established on an equitable basis;
- (3) Training and development opportunities shall be provided as needed to assure high-quality performance by all employees;
- (4) Retention of employees shall be on the basis of their performance. A reasonable effort shall be made to assist employees in improving work performance; and if, following such effort, inadequate performance cannot be corrected, separation shall occur;

(5) Fair treatment of applicants and employees shall occur in all aspects of personnel administration without regard to race, color, religion, sex, national origin, political affiliation, age, **relationship status**, **sexual orientation**, or handicap and with proper regard for their privacy and constitutional rights.