



# City of Somerville, Massachusetts

## Legislation Details (With Text)

**File #:** 22-1993      **Version:** 1

**Type:** Ordinance      **Status:** Ordained

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

**On agenda:** 11/10/2022      **Final action:** 3/30/2023

**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.