

**FULL TEXT OF
CITY OF NAPA – MEASURE C**

A MEASURE UPDATING THE CITY'S PERSONNEL SYSTEMS BY CLARIFYING THE HIRING PROCESSES FOR ALL CITY EMPLOYEES CATEGORIZED AS "APPOINTIVE OFFICERS," INCLUDING THE POLICE CHIEF, THE FIRE CHIEF, ALL DEPARTMENT HEADS, AND ALL EMPLOYEES IN THE OFFICES OF THE CITY MANAGER AND CITY ATTORNEY

BE IT ORDAINED by the people of the City of Napa as follows:

Section 1. Section 75 of the City of Napa City Charter is hereby amended by deleting the existing second sentence (which reads: "The Council may from time to time by ordinance, designate other appointive officers."), and replacing it with a new second sentence (which reads: "The Council may from time to time by ordinance, designate other positions as appointive officers for the head of any City department, or for positions within the offices of the City Manager or City Attorney."), so that the entirety of City Charter Section 75, as amended, will read as follows:

Section 75. Appointive officers. The appointive officers of the City of Napa shall be a City Treasurer, a City Manager, a City Clerk and a City Attorney appointed by a majority vote of the City Council to hold office at the pleasure of the City Council; and a City Assessor, a City Collector, a City Auditor, a Public Works Director, a Planning Director, a Finance Director, a Police Chief, and a Fire Chief, all to be appointed by the City Manager. The Council may from time to time by ordinance, designate other positions as appointive officers for the head of any City department, or for positions within the offices of the City Manager or City Attorney. The appointive officers over whom the City Manager holds the power of appointment with the exception of the Fire Chief and the Police Chief may be removed by the City Manager at any time. Upon their qualification and appointment, each of the hereinbefore stated officers whose positions are full-time shall become and remain a resident of the City of Napa during the time he is an officer except as herein otherwise stated.

Section 2. Section 76.1 of the City of Napa City Charter is hereby amended by deleting the opening sentence (which reads: "There shall be a personnel system for the full time employees of the City of Napa which shall be as follows:"), and deleting subsection 76.1(D) (which reads: "The provisions of this section shall apply to all appointed officers and employees who are regular employees of the City of Napa, except the City Treasurer, City Clerk, City Manager and his assistant or assistants, City Attorney, City Assessor, City Collector, City Auditor, Public Works Director, Finance Director and Planning Director."), and replacing them with a new opening paragraph for Section 76.1 which will read as follows:

The provisions of this section 76.1 may be referred to as the personnel system or the classified service. The rights provided to employees under this section are provided to classified employees; provided, however, after each Police Chief and Fire Chief has been appointed by the City Manager as an appointive officer pursuant to section 75, the rights provided to classified employees under this section 76.1 are also provided to that Police Chief and that Fire Chief. The phrase "classified employee" shall mean each full-time regular employee of the City of Napa, except the appointive officers as defined by section 75 of this Charter. The phrase "regular employee" shall mean an employee who satisfactorily completed the probationary period pursuant to subsection 76.1(G) and the Civil Service Rules. As used in this section, the phrase "Civil Service Rules" or the term "rules" may be used interchangeably to refer to rules approved by the City Council in accordance with this subsection 76.1(E).