



MEMORANDUM

City of Venice

Human Resources Department

TO: City Council

THROUGH: Edward F. Lavalley, City Manager

FROM: Alan Bullock, HR Director

DATE: November 24, 2021

COUNCIL APPROVAL: Yes

MEETING DATE: December 14, 2021

STRATEGIC PLAN GOAL: Provide Efficient, Responsive Government with High Quality Services

SUBJECT: Proposed Personnel Procedures and Rules Changes

Background: The city's Personnel Procedures and Rules govern working conditions for all employees where collective bargaining agreements do not apply. We hereby propose changes to section 1.3 Employment Process, essentially allowing the Police department to conduct additional screening into nicotine use and allowing the City Manager to prescribe modified selection processes for high level positions at his discretion.

Requested Action: Request that Council approve the proposed changes

If for an agenda item, this document and any associated backup created by City of Venice staff has been reviewed for ADA compliance: Yes

City Attorney Review/Approved: Yes

Risk Management Review: N/A

Finance Department Review/Approved: N/A

Funds Availability (account number): N/A

ORIGINAL(S) ATTACHED: Click or tap here to enter text.

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