

**Ballot Initiative // Charter Amendment // Employee Rights**

This amendment to the Charter of the City of San Bernardino would alter the process by which city employees in the classified service may be discharged or reduced in rank or compensation.

Currently, Section 254 of the Charter requires that before any classified employee may be discharged or reduced in rank or compensation, the employee shall have the reasons for such change presented in writing and shall have the opportunity for a hearing before the Civil Service Board. The reasons for the change shall be in writing and filed with the Civil Service Board. The Civil Service Board has the authority to create rules and regulation for the filing of verified written charges by any qualified elector of the City and for the conduct of trials before the Board. The current language requires any discharge or reduction in rank or compensation to be delayed pending the conclusion of any appeal before the Civil Service Board.

This amendment would amend the initial language to include any suspension, discharge, or reduction in classification. This amendment would also remove the language granting the employee the right to a hearing before the suspension, discharge, or reduction occurs. Finally, the amendment would remove the language regarding the authority of the Civil Service Board to create rules regarding verified written charges by qualified electors and rules regarding the trials before the Civil Service Board. The language change would make the suspension, discharge, or reduction in classification of a classified employee immediate, subject to an appeal to the Civil Service Board.

**FILED**

AUG 19 2014

BY  DEPUTY  
REGISTRAR OF VOTERS