

## RESOLUTION NO. 14032

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA ROSA ESTABLISHING A TRAINEE PROGRAM FOR ALL CLASSIFICATIONS EMPLOYED BY THE CITY OF SANTA ROSA

WHEREAS, the City of Santa Rosa desires to provide upward mobility opportunities for its current employees; and

WHEREAS, the City also desires to provide employment opportunities for minorities and females in non-traditional job classifications; and

WHEREAS, the City has historically had difficulty in filling certain positions with fully qualified persons; and

WHEREAS, the trainee program has been reviewed by the Personnel Board and recommended to the City Manager for approval;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Santa Rosa that the City Manager shall have the ability to add the word "Trainee" to any classification employed by the City and to recruit and select individuals to fill positions as deemed appropriate; and

BE IT FURTHER RESOLVED that specific training programs will be outlined and adhered to for each position filled in this manner; and

BE IT FURTHER RESOLVED that the trainee program shall follow the guidelines set forth below:

1. Recruitment for these positions may be promotional or open as deemed appropriate. Particular emphasis will be placed on upward mobility of minorities and females in non-traditional jobs.
2. Initial salary would be up to 30% below the beginning of the established salary range.
3. Transition from the Trainee classification may occur as early as three months but no later than two years from the date of appointment. Minimum qualifications for the position must be attained prior to transition. Transition may occur upon recommendation of the department head and approval of the Personnel Officer.
4. All persons placed in a Trainee position shall be on probation during their tenure of training.

IN COUNCIL DULY PASSED THIS 28th day of August, 1979.

AYES: (5) Mayor Healy, Councilmen Barone, Burn, Guggiana and Wilhelm

NOES:

ABSENT:

APPROVED: \_\_\_\_\_