



City of Riverside, California
Human Resources Policy and Procedure Manual

Approved:

Human Resources Director

City Attorney

Number: I-17 Effective Date:

SUBJECT: **APPOINTMENT AND SELECTION OF CITY ATTORNEY
CLASSIFICATIONS AND SALARY PLACEMENT**

PURPOSE:

To establish a process for the appointment, selection and salary placement of Attorneys and support staff in the City Attorney's Office.

TYPES OF POSITIONS:

1. **NON-CLASSIFIED:**
Chief Assistant City Attorney
2. **CLASSIFIED:**
Assistant City Attorney
Senior Deputy City Attorney
Deputy City Attorney II
Deputy City Attorney I
Paralegal
Legal Secretary
Legal Support Specialist
Risk Management Specialist
Risk Supervisor

SELECTION AND APPOINTMENT PROCESS:

All selections and appointments made to Classified positions, will be made in accordance with the City's recruitment process, except for advancement opportunities within the Deputy City Attorney series:

When a promotional opportunity becomes available in the Deputy City Attorney position series: any Deputy City Attorney who is interested in advancing to Deputy City Attorney II, Senior Deputy City Attorney, and/or Assistant City Attorney must apply and be interviewed in order to be considered for promotion. Promotional decisions will be based on merit, the experience and qualifications of the applicants, and the operational needs of the Department at the time. Employees who received a "Meets Standards" or below on a performance evaluation within the last 12 months are not eligible to apply for promotion until the employee has received an overall "Exceeds Standards" or higher. Deputy City Attorneys must successfully pass this competitive selection process in order to be selected for promotion by the City Attorney. Per the City's Employee Handbook, the City does not practice or condone discrimination in any form and is committed to providing equal employment opportunities.

SALARY PLACEMENT:

Upon Initial Appointment – Initial appointment to any position shall be made at not less than the minimum of a salary range. The City Attorney may appoint at higher than the minimum salary when an applicant's experience, training, knowledge, skills, and abilities are substantially over and above the requirements of the position.

Upon Promotion – An employee promoted to a higher position shall advance to that new position and salary range and receive a minimum of five percent (5%) increase or at a higher level determined at the discretion of the City Attorney, so long as it does not exceed the maximum of the new range.

Advancement within a Salary Range:

- a. **Effective Date** – The effective date of a salary step (merit) increase shall be on the pay period following the anniversary of Employee's hire date. If an Employee is promoted, their merit increase date will be adjusted to one year from the effective date of the promotion.
- b. **Merit Increases** – All salary advancements within a salary range shall not be automatic but shall be based upon merit and ability as recorded on a performance evaluation and upon the financial ability of the City to make such advancement. A completed performance evaluation form must be submitted with the request for a merit increase.
- c. **Frequency of Merit Increases** – A merit increase may be made annually on the pay period following the employees anniversary date.
- d. **Special Merit Increases** – An employee may, upon recommendation of the City Attorney, be awarded an additional merit increase within the salary range for their job classification other than on an Employee's hire/promotion anniversary date for outstanding service. Special merit increases may not be granted during a probationary period. Justification for the special merit increase must include:
 - i. The work performed exceeds the normal requirements of the position and said work performed contributes to the goals and objectives of the City Attorney's Office and/or the City.
 - ii. The work performed is superior in comparison with others in the same class.
 - iii. Any additional consideration determined relevant by the City Attorney.