



City Council Report

Date: September 22, 2014
To: City Council
Through: John Pombier, Deputy City Manager
From: Jon Nielson, Personnel Appeals Board Chair
Gary Manning, Human Resources Director
Alfred Smith, Deputy City Attorney
Subject: Mesa City Code Revisions
Personnel Appeals Board Hearing Procedural Rules for Classified Employees
(Excluding Sworn Law Enforcement) and Personnel Appeals Board Hearing
Procedural Rules for Sworn Law Enforcement Employees

Strategic Initiatives



Purpose and Recommendation

Staff recommends that the Council (i) adopt a resolution declaring the Personnel Appeals Board Hearing Procedural Rules for Classified Employees (Excluding Sworn Law Enforcement) and Personnel Appeals Board Hearing Procedural Rules for Sworn Law Enforcement Employees to be public records; and (ii) amend the Mesa City Code, Title 2, Section 18, and adopt Personnel Appeals Board Hearing Procedural Rules for Classified Employees (Excluding Sworn Law Enforcement) and Personnel Appeals Board Hearing Procedural Rules for Sworn Law Enforcement Employees.

Background

Personnel Appeals Board hearing procedures were first adopted by Ordinance in 1999. They were amended in part in December 2009. Portions of the procedures are set forth in Title 2, Chapter 18 of the Mesa City Code. Since 2009, the procedures have changed in practice. In addition, Arizona law has created new requirements specifically for sworn law enforcement employees.

Discussion

Revised procedural rules have been drafted to streamline the appeals process and reflect current practice. Separate guidelines for sworn law enforcement employees have been drafted to comply with the unique requirements under Arizona law.

Alternatives

The alternative to the recommended actions is to maintain M.C.C. section 2-18 and the procedural rules as they currently exist.

Fiscal Impact

None.

Coordinated With

The Personnel Appeals Board, the Human Resources Director, the City Attorney's Office, the Mesa Police Association, and the United Mesa Firefighters.