



City Council Report

Date: June 5, 2017
To: City Council
Through: John Pombier, Assistant City Manager
From: Gary Manning, Human Resources Director
Subject: City of Mesa Personnel Rules Revisions

Purpose and Recommendation

The purpose of this City Council report is to recommend revisions to the City of Mesa Personnel Rules as noted in the attachment. By approving these revisions and adopting the complementary ordinance, the City Council will be adopting a new set of Personnel Rules.

Background

Periodically, the Personnel Rules need revision to reflect changes made in state or federal law, changes in City policy or the work environment, to implement new initiatives, or simply to clarify and validate existing practice. The majority of the proposed changes included in this Council report are necessary to comply with Prop 206 "Fair Wages and Healthy Families Act". These and other recommended changes are outlined in the attached table and are detailed in the attached strike-through version of the Rules.

Discussion

The most significant proposed changes were reviewed with the City Manager, individual Councilmembers and the Mayor. A more comprehensive review of these and other proposed changes were discussed with members of the Merit Board on May 9, 2017. The Merit Board voted in favor of the final proposed changes.

The attached table and strike-through version of the Rules details **each** of the proposed / recommended changes for the Personnel Rules.

Alternatives

The alternative to amending the City of Mesa Personnel Rules is to keep them as they currently exist.

Fiscal Impact

Some labor cost increases are anticipated due to providing sick leave to seasonal and part-time employees.

Coordinated With

The Merit System Board reviewed and approved the proposed changes.