

Personnel Rules Revisions 2023

Section #	Section Title	Proposed Revision
130	Applicability	Clarifying the Personnel Rules will take precedence if there is a conflict between the Rules and the MOU.
140	Equal Employment Policy Statement	Clarifying the City does not discriminate for all types of personnel actions for protected class or any other class or characteristic protected under federal, state, or local law.
260.B	Employment of Relatives	Allowing the classifications designated to have a relative employed in any City department provided there are three levels of supervision differential.
260.C	Mayor, City Council, Boards, and Committees	Removing the stipulation that a Council appointed board and committee members will not be allowed to have a relative employed as a full-time, part-time, seasonal, or temporary project employee, or a worker employed through a temporary employment agency in a department/division about which the board/committee advises the City Council.
260.D	Employing relatives	Clarifying that this section does not prohibit an employee from approving or recommending employment-related decisions affecting a class of ten or more employees, one of whom is a relative, as long as the relatives' interest in the decision is no greater than the other class members. Adding if a disciplinary appeal is from a relative of the City Manager, the City Auditor shall render the final decision.
260.E	Post-Employment Relationships	Adding the compliance with sections D(ii) and (iii).
320.I.1.b, c	Shift Differential	Allows Critical City Services classifications to receive shift differential for shifts that start on or after 10:00 a.m. and before midnight. Premium is paid for work performed between 3:30 p.m. and 8:00 a.m. Deleting the individual titles as they are covered under the definition of Critical City Services employees.
320.I.4	Shift Differential	Allows Critical City Service and sworn nonexempt Police employees to receive shift differential premium if they are called back on or after 10:00 a.m.
330.E	Performance Increases and Decreases – Pre-Deprivation Hearing	Clarifying the employee will be given not less than twenty-four hours' notice of the pre-deprivation hearing.
424.B	Bereavement Definition	Allowing bereavement leave to be granted for a stillborn child.
820.C.6, E.7.a/b, F.4.a/b	Discipline Against Classified (Not At-Will) Employees; Due Process	Referring disciplinary appeal from a relative of the City Manager to the City Auditor (see Section 260.D).