



City Council Report

Date: May 18, 2026
To: City Council
Through: Scott Butler, City Manager
From: Teri Overbey Brown, Human Resources Director
Subject: City of Mesa Personnel Rules Revision

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 to clarify and validate existing practice. The recommended changes are outlined in the attached table and are detailed in the attached strikethrough 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 the proposed changes were discussed with members of the Merit System Board on April 16, 2026. The Merit Board voted in favor of the final proposed changes.

The attached table and strikethrough 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

To change the vacation tier structure and the sick leave payout upon retirement is approximately \$2,800,000.

Coordinated With

The Merit System Board reviewed and unanimously approved the proposed changes to the Personnel Rules.