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**CITY OF TEMPE  
REQUEST FOR COUNCIL ACTION****Council Meeting Date: 09/22/2016  
Agenda Item: 5C1**

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**ACTION:** Adopt a resolution approving and authorizing the amended City of Tempe Personnel Rules governing employment policies for the City of Tempe. (Resolution No. R2016.94)

**FISCAL IMPACT:** N/A

**RECOMMENDATION:** Adopt Resolution No. R2016.94.

**BACKGROUND INFORMATION:** In 2015 City Council approved a comprehensive revision of the Personnel Rules. Since then Human Resources, working with the Six Sided Partnership and City Management, has determined a need to address several new issues and add language that was inadvertently not included in the new version. The amendments include new language that reiterates the City's commitment to equal pay criteria in compensation of employees, outlines a process for departments to request approval from the City Manager to pay a new hire above the minimum of the salary range, requires criminal background information only from the finalists in a recruitment process, further explains the limitations on employees regarding participation in Tempe municipal elections and clarifies current employee leave programs and holiday pay. In addition these amendments return inadvertently removed language that addresses promotional salary increases and shift differential.

The Tempe Merit System Board reviewed and approved these changes on August 3, 2016 and August 29, 2016.

**ATTACHMENTS:** Resolution and Exhibit A – Amendments to the City of Tempe Personnel Rules

**STAFF CONTACT(S):** Renie Broderick, Internal Services Director, (480) 350-8407, and Jon O'Connor Deputy Internal Services Director – Human Resources, (480) 350-8423

Department Director: Renie Broderick, Internal Services Director

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