

Staff Summary Report



Council Meeting Date: 01/08/09

Agenda Item Number: _____

SUBJECT: Request approval of a resolution amending the City of Tempe Personnel Rules and Regulations, Rule 3, Section 301, by adding a new subsection H relating to recruitment.

DOCUMENT NAME: 20090108hrrb01 **PERSONNEL RULES AND REGULATIONS (0301-01)**

COMMENTS: This resolution amends the City of Tempe Personnel Rules and Regulations, Rule 3, Section 301, by adding a new subsection H relating to suspension of Rule 3, Sections 302 and 304 during times when loss of revenue would result in lay-offs, granting the City Manager the authority to develop a written policy to establish a fair and equitable system to place employees whose positions are targeted for elimination into vacant or newly created positions.

PREPARED BY: Renie Broderick, Human Resources Manager (350-8407)

REVIEWED BY: City of Tempe Merit System Board on December 17, 2008, pursuant to City of Tempe Charter Section 4.02(c).

LEGAL REVIEW BY: Andrew B. Ching, City Attorney (350-8575)

FISCAL NOTE: N/A

RECOMMENDATION: Recommend adoption of Resolution No. 2009.02

ADDITIONAL INFO: This resolution follows direction from the Council at the December 11, 2008 Issue Review Session and was reviewed by all employee bargaining units at the Employee Group Meeting of December 4, 2008.

RESOLUTION NO. 2009.02

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMPE, ARIZONA, AMENDING THE CITY'S PERSONNEL RULES AND REGULATIONS RELATING TO RECRUITMENT BY ADDING SUBSECTION 301(H)

WHEREAS, the Tempe City Council has the authority to amend the City of Tempe Personnel Rules and Regulations in accordance with Section 4.02(d) of the City Charter; and

WHEREAS, it is in the best interest of the City to amend the City of Tempe Personnel Rules and Regulations;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF TEMPE, ARIZONA, as follows:

That Rule 3, Section 301, be amended as indicated in the attached Exhibit A.

PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF TEMPE, ARIZONA, this _____ day of _____, 2009.

MAYOR

ATTEST:

City Clerk

APPROVED AS TO FORM:

City Attorney

EXHIBITA

Rule 3, Section 301:

Section 301: Requirement for Original Employment

H. Suspension of Rule 3, Sections 302 and 304

In the event that the City of Tempe experiences loss of revenues or legal requirements that, if not resolved, would result in the lay-off of City of Tempe employees or the serious curtailment of services provided to the citizens of Tempe, the City Manager may suspend Recruitment (Section 302) and Selection (Section 304) of the Rules and Regulations for a finite period. During such times, the City Manager shall develop a written policy that establishes a system in which current employees who are in positions targeted for elimination may, prior to lay-off, be placed in vacant or newly created positions in a fair and equitable manner, as determined by the City Manager.