



# Personnel Policies Updates



City Council Workshop

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# Workshop Goal



Direction from City Council on the update and overhaul  
of the City's Personnel Policies

# Background



1. Personnel Policies last updated in 2006
2. Since 2006 – substantial changes in:
  - City’s governance structure and
  - City’s administrative capacity
  - Federal, state, local – laws, regulations, court rulings & policies.
3. \$10,000 appropriated in the FY 2024-25 budget
4. Longstanding project in the Strategic Action Plan

# Questions



1. Which policies does the City Council wish to review and approve?
2. Approach to work sessions and manual presentation?
3. Approach to addressing more pressing change needs?

# Potential Courses of Action

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**Option 1:** All personnel policies updated & presented at once (except urgent sections)

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**Option 2:** Section-by-section updates presented over multiple work sessions and Council meetings (first-up: urgent sections)

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**Option 3:** Delegate personnel policy updates to the City Manager per Charter Section 5.01.

# Pro / Con Assessment



1. All at Once	2. Section-by-Section	3. Delegate to City Manager
<p><u>Pros:</u></p> <ul style="list-style-type: none"> <li>• CC sees one comprehensive update</li> <li>• Reduced risk of inconsistencies</li> </ul>	<p><u>Pros:</u></p> <ul style="list-style-type: none"> <li>• CC see's details of each section as they develop</li> <li>• CC will see some of the changes sooner</li> <li>• Shorter work sessions</li> </ul>	<p><u>Pros:</u></p> <ul style="list-style-type: none"> <li>• Faster implementation</li> <li>• Updates start immediately</li> <li>• Reduces CC meeting burden</li> <li>• Future updates faster</li> </ul>
<p><u>Cons:</u></p> <ul style="list-style-type: none"> <li>• Will take longer to see results</li> <li>• May need several work sessions</li> </ul>	<p><u>Cons:</u></p> <ul style="list-style-type: none"> <li>• Will take several work sessions</li> <li>• Extends timeline to completion</li> <li>• Potential gaps/inconsistencies</li> </ul>	<p><u>Cons:</u></p> <ul style="list-style-type: none"> <li>• Less direct CC involvement</li> <li>• Need Resolution to clarify expectations and alignment w/Charter</li> </ul>

# Recommended Course of Action:



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Option 1: All personnel policies updated & presented at once (except urgent sections)

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Option 2: Section-by-section updates presented over multiple work sessions and Council meetings (first-up: urgent sections)

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**Option 3:** Delegate personnel policy updates to the City Manager per Charter Section 5.01.



# Questions / Discussion