



CITY COUNCIL AGENDA ACTION FORM

AGENDA DATE:	04/12/2022		
AGENDA SUBJECT:	Discussion, consideration, and possible action on amending the City's Personnel Policy with respect to overtime, comp time, tuition reimbursement, incentive pay, PTO reimbursement, and cross training.		
PREPARED BY:	City Administrator Leamons	DATE SUBMITTED:	04/04/2022
EXHIBITS:	Tuition reimbursement and incentive pay proposals by Councilmember Walker; Overtime and PTO reimbursement proposals by Councilmember Conrad; Personnel Policy; Resolution Amending Personnel Policy		
BUDGETARY IMPACT:	Required Expenditure:	\$00.00	
	Amount Budgeted:	\$00.00	
	Appropriation Required:	\$00.00	
CITY ADMINISTRATOR APPROVAL:			
SUMMARY:			
At the last meeting when amendments to the Personnel Policy were being considered concerns were expressed regarding the City's overtime and comp time policies. Also, in another segment of that meeting, tuition assistance and incentive pay programs were discussed. It was decided that all of these matters would be taken up at the April 12th meeting. When working on the Overtime policy, Councilwoman Conrad also addressed the City's PTO reimbursement policy. Although nothing specific has been provided, staff thought while attention was focused on encouraging education and training that the Council also might want to review the City's cross training policy as it was made more restrictive a few years ago.			
RECOMMENDED ACTION:			
Arrive at a consensus and amend the Personnel Policy accordingly.			