

Mead HR Policy Crosswalk with City Employee Handbook - August 1, 2025

Mead Policy	Mead Policy Name	City Employee Handbook Reference
15.19	Cessation of Employment	Page 33 - 4.11 Family Medical Leave
15.14	Classification Schedule	Page 24 - a. Compensation Plan
15.20	Compensation - Entrance Pay Rates	Page 25 - Entrance Pay Rate/Promotion
15.22	Compensation - Merit Increase Plan	Page 23 - 4.1.1 Role of Finance and... Page 24 - c. Merit increases
15.15	Compensation Plan	Page 24 - Comp Components (a,f, g, h)
15.26	Continuity of Service	Page 33 - 4.11 Family Medical Leave
15.17	Definition of Employees	Page 8 - Employee Classifications
15.16	Definition of Orientation Period, Trial Period and Pay Period	Page 46 - 4.15 Pay Schedule Page 46 - 4.16 Direct Deposit
15.21	Employee Performance Reviews	Page 58 - 6.1 Performance Evals Page 60 - 2. Employee discipline Page 60 - 3. Employee termination
15.23	Employee Promotion and Demotion	Page 58 - 6.2 Promotions Page 25 - t. Demotion
15.13	Establishment and Maintenance of the Classification and Compensation Plans	Page 23 - 4.1.b Developing and... Page 23 - 4.1.e Developing...
15.04	Hiring, Disciplining and Discharge of Library Staff	Page 9 - 2.3.f Hire, promote... Page 4 - 1.2 Equal Employment... Page 5 - a-h Page 58 - 6.2 Promotions
15.25	Immediate Discharge	Page 66 - Job Abandonment Page 66 - Total Disability Page 10 - 3.1 Prohibited Conduct
15.12	Interpretation of Position Specifications	This is an industry standard used to clarify expectations, assist in recruitment, and hiring. No direct policy to compare.
15.09	Personnel Records	Page 5 - Third paragraph, "The HR Dept is responsible for overall..."
15.11	Position Classification and Specification	Page 26 - Classification Process for New... Page 26 - Reclassification Process
15.24	Progressive Employee Discipline, Discharge and Grievance Process	Page 59 - 6.5 Grievance Procedure Page 60 - Steps of Grievance... Page 61 - Steps 1-4
15.35	Special Leave	Page 40 - 4.13 Personal Leave...