

No: 25-
Date: October 15, 2025

RESOLUTION
OF THE CITY COUNCIL
CITY OF SANDPOINT

TITLE: PERSONNEL POLICY AMENDMENTS

WHEREAS: The City's current Personnel Policy has been in use since April 2019, with updates now required as a result of the 2025 Compensation and Classification Study;

WHEREAS: The proposed amendments would add language providing: 1) for compensation to Public Works Department employees in the Streets and Utilities Divisions and at the Wastewater and Water Treatment Plants for carrying a City-issued mobile device for on-call support and after-hours communication and 2) the ability for the City to recover employer-paid premiums when an employee does not return from a leave of absence not covered by any leave bank and medical and/or dental premiums were paid throughout their leave; and

WHEREAS: Although these specific amendments are requested in order to make necessary updates at this time, work is currently underway to streamline the City's various personnel-related policies, and a new comprehensive Employee Handbook and Personnel Policy will be presented for Council consideration in the near future.

NOW, THEREFORE, BE IT RESOLVED THAT: The amendments to the City of Sandpoint Personnel Policy herein described and as reflected in the attached document are hereby approved, effective immediately.

Jeremy Grimm, Mayor

ATTEST:

Melissa Ward, City Clerk