RESOLUTION 2015-081

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF SIERRA VISTA, COCHISE COUNTY, ARIZONA; CLARIFYING DEFINITIONS WITHIN THE APPROVED FISCAL YEAR 2016 CLASSIFICATION AND COMPENSATION PLAN; AND AUTHORIZING AND DIRECTING THE CITY MANAGER, CITY CLERK, CITY ATTORNEY OR THEIR DULY AUTHORIZED OFFICERS AND AGENTS TO TAKE ALL STEPS NECESSARY TO CARRY OUT THE PURPOSES AND INTENT OF THIS RESOLUTION.

WHEREAS, the City Council passed Resolution 2015-063, the FY 2016 Classification and Compensation Plan on June 25, 2015; and

WHEREAS, the City Manager identified unforeseen issues during implementation that would impact the City's ability to hire and retain qualified employees; and

WHEREAS, Resolution 2015-063 does not provide management flexibility for the City Manager to establish administrative and procedural guidelines that would allow application of additional relevant factors to the placement of employee salaries within ranges; and

WHEREAS, the City wishes to clarify the process of implementation of the FY 2016 Classification and Compensation Plan consistent with City Ordinance §31.07; this resolution will provide the City Manager with flexibility, hereby superseding Resolution 2015-063 where appropriate;

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF SIERRA VISTA, COCHISE COUNTY, ARIZONA, AS FOLLOWS:

SECTION 1

That established City Council policy supporting a fair compensation and classification plan for City employees, be, and hereby is, reaffirmed.

SECTION 2

That the City Manager is hereby provided with administrative oversight related to the development of definitions related to: "red circling," or restricting an employees' eligibility for future pay raises; and an employees' time in position used to determine placement of employees' salaries within a pay range. Additionally, the City Council hereby delegates to the City Manager the ability to determine appropriate placement of new employees within designated pay ranges. Further, the City Manager is hereby authorized to modify job titles, where such job titles no longer meet departmental needs or reflect industry standards.

SECTION 3

The City Manager, City Clerk, City Attorney or their duly authorized officers and agents are hereby authorized and directed to take all steps necessary to carry out the purposes and intent of this Resolution.

PASSED AND ADOPTED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF SIERRA VISTA, ARIZONA, THIS 13TH DAY OF AUGUST 2015.

Frederick W. Mueller
Mayor

Approval as to Form:

Nathan Williams
City Attorney

Attest:

Jill Adams
City Clerk

Prepared by:
Mary Jacobs, Assistant City Manager