



REQUEST FOR COUNCIL ACTION

MEETING DATE: June 6, 2022

PREPARED BY: Melanie Mesko Lee, Interim Human Resources Director

AGENDA ITEM: Approval of policy amendments – temporary covid leave - article 41 cell phone policy

PREVIOUS ACTIONS:

Approval of amended temporary COVID-19 policies on January 18, 2022. Amending Article 41: Telephone policy last amended August 2000.

RECOMMENDED COUNCIL ACTION:

Sunseting portions of temporary COVID-19 policies effective June 7, 2022. Amending, and essentially replacing in full, the telephone policy with a cell phone policy that better reflects current practice.

COMMENTS:

COVID-19 policies: The city has monitored the COVID19 situation and its impacts on the city's workforce. Temporary COVID-19 policies have been approved by the council to continue to address staffing concerns presented by the pandemic. The policies adopted by the city council provide for paid leave to receive a COVID vaccination during working hours and COVID temporary paid leave for benefit earning employees which were sunset effective May 31, 2022. The council previously sunset remote working arrangements in June 2021.

Staff recommends sunseting temporary COVID leave for benefit-eligible employees. Given the changing guidance and evolution from a pandemic situation to an endemic reality, continued evolution of the policy is reasonable.

Article 41 – Telephone/Cell Phone policies: the current telephone policy is outdated and does not adequately consider modern technology and the city's parameters for use of cell phones to serve the community. The policy changes eliminate the telephone policy and replaces it with a cell phone policy. Provisions for service to the community remain unchanged and are an expectation for all employees. This is articulated in the city's personnel policy introduction.

ATTACHMENTS:

None