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DEC 15 2011



**Chandler • Arizona**  
*Where Values Make The Difference*

**MEMORANDUM**

**DATE:** December 15, 2011

**TO:** Mayor and City Council

**THRU:** Rich Dlugas, City Manager *RD*

**FROM:** Debra Stapleton, Human Resources Director *JAS*

**SUBJECT:** Resolution 4554 – Amending Personnel Rule 6, Section 4E – Return to City Employment

**RECOMMENDATION:**

Approval to adopt Resolution No. 4554 which amends Personnel Rule 6, Section 4E – Return to City Employment.

**BACKGROUND:**

**DISCUSSION:**

Personnel Rule 6, Section 4E – Return to City Employment

On July 29, 2010 the City Council adopted a change to the provision for the return to City employment under Rule 6, Section 4. That revision allowed the City to add a provision that extended the timeframe in which employees, who have applied and have been approved under the existing Voluntary Separation program, and *will perform work specifically funded by the in-house capital fund*, on a temporary basis in either a full-time or part-time basis to continue to work no later than December 31, 2011 or the completion date of their projects, whichever occurs earlier.

One Public Works Inspector has continued on a full-time basis and will be actively engaged in project work until the December 31, 2011 deadline. The Project Support Assistant will also be actively engaged in project work until December 31, 2011.

Over the past year, staff reductions have been phased in and the remaining staff has been moved into available positions. Staff has been gearing their efforts towards the new CIP requirements. The budget process for 2010-2020 indicated that there was a definite down swing in the total amount of construction that the City of Chandler would be completing as illustrated in the table below.

	2009-10	2010-11	2011-12	2012-13	2013-14	2014-2015
2009-2019 TOTAL CIP	\$ 58,358,618	\$ 89,954,064	\$ 94,135,935	\$ 200,923,711	\$ 64,693,565	
2010-2020 TOTAL CIP		\$ 46,475,619	\$ 32,420,251	\$ 48,839,034	\$ 49,954,971	\$ 231,286,155

Existing staffing levels should be sufficient to meet the on-going CIP and development needs. However, there was an unexpected announcement by Intel in Q1 of 2011 for an expansion that affects both on-site infrastructure as well as off-site infrastructure. Staff originally identified the use of outside consultants to meet this additional inspection demand and requested funds for this purpose.

The on-site contractor that is completing the significant infrastructure improvements has requested that the current on-site inspector be available for the duration of their construction. This inspector happens to be the one that is limited by the December 31, 2011 deadline. The Q1 announcement by Intel initially would have resulted in the on-site work being completed around the December 31, 2011 deadline but the amount of work has grown to include both on-site construction and off-site construction that will increase the inspection demands rather than having them continue to decline.

Staff is requesting a revision to this provision that would extend the ability to allow this inspector and the assistant for project support to stay on the Intel project until completion or December 31, 2013, whichever occurs earlier.

**PROPOSED MOTION:**

Move to adopt Resolution No. 4554.

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Debra Stapleton, Human Resources Director

**RESOLUTION 4554**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHANDLER,  
AMENDING PERSONNEL RULE 6, SECTION 4E**

**BE IT RESOLVED** by the City Council of the City of Chandler, Arizona, as follows:

Section 4E of Personnel Rule 6; Return to City Employment) is amended to read as follows:

E. Employees who perform work that is funded by the in-house capital fund (902) and who apply and are approved to separate from City service under a City-sponsored incentive program shall be exempt from the return-to-work restrictions set forth in subsection C and D, above. Employees who perform work that is funded by the in-house capital fund (902) may continue to work for the City on a full-time or part-time basis in a temporary capacity to end no later than December 31, 2013, or the completion date of assigned projects, whichever occurs earlier.

**PASSED AND ADOPTED** by the City Council of the City of Chandler, Arizona this \_\_\_\_\_ day of \_\_\_\_\_, 2011.

\_\_\_\_\_  
Mayor

ATTEST:

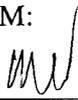
\_\_\_\_\_  
City Clerk

**CERTIFICATION**

I, HEREBY CERTIFY that the above and foregoing Resolution No. 4554 was duly passed and adopted by the City Council of the City of Chandler, Arizona, at a regular meeting held on the 15<sup>th</sup> day of December, 2011, and that a quorum was present thereat.

\_\_\_\_\_  
City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
City Attorney