ORDINANCE NO. 4838

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF CHANDLER, ARIZONA, AMENDING THE CODE OF THE CITY OF CHANDLER, CHAPTER 2, ADMINISTRATION, BY AMENDING SECTION 2-13.5 EMPLOYEE GROUPS, BY RE-DEFINING THE EMPLOYEE GROUPS ELIGIBLE FOR REPRESENTATION; PROVIDING FOR THE REPEAL OF CONFLICTING ORDINANCES; AND PROVIDING FOR SEVERABILITY.

WHEREAS, in May 2004, the citizens of Chandler approved the amendment of the City Charter to promote harmonious employer-employee relations by providing a rational structure for discussing wages, hours, and other conditions of employment and resolving differences through a "meet and confer" process, and authorizing the Mayor and Council to establish the process and procedure for the process;

WHEREAS, the meet and confer ordinance was adopted by the City Council in October 2004, and subsequently amended in 2006 to add a recognized employee group and 2010 to permit City representatives to meet once with the Council to obtain additional direction regarding unresolved issues and areas of dispute; and

WHEREAS, it is in the best interests of the City to treat employees in administrative, clerical, and technical, and labor and trades positions the same as all other non-sworn City employees as it relates to compensation, benefits, and working conditions;

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Chandler, Arizona, as follows:

Section 1. That the Chandler City Code Chapter 2, Administration, Section 2-13.5 Employee Groups, is hereby amended to read as follows (additions in ALL CAPS, deletions in ~~strikeout~~):

2-13.5. Employee Groups.

~~A. The maximum number of labor organizations to be designated for employee representation shall be limited to five (5). Employee groups can include only regular, non-probationary employee. They shall include:~~

PARTICIPATION IN THE MEET AND CONFER PROCESS SHALL BE LIMITED TO EMPLOYEE ORGANIZATIONS WHO HAVE BEEN RECOGNIZED AS THE REPRESENTATIVE OF ONE OF THREE CLEARLY DEFINED EMPLOYEE GROUPS. ELIGIBLE EMPLOYEES INCLUDE ONLY REGULAR, NON-PROBATIONARY EMPLOYEES IN ONE OF THESE EMPLOYEE GROUPS. THE EMPLOYEE GROUPS ARE:

1. Fire fighters, INCLUDING all sworn personnel below the rank of Battalion Chief.

2. Police officers, INCLUDING all sworn personnel below the rank of Sergeant.

3. ~~All clerical, administrative, and technical non-supervisory, non-confidential employees.~~

~~4. All labor and trades non-supervisory, non-confidential employees (including lead persons).~~

~~5.~~ Police Sergeants.

~~B. The following personnel are ineligible for representation under the meet and confer process:~~

~~1. All sworn Fire personnel above the rank of Captain.~~

~~2. All sworn Police personnel the rank of Lieutenant and above.~~

~~3. All other City employees who are supervisory (except lead persons), management, professional, or confidential employees.~~

Section 2. Providing for Repeal of Conflicting Ordinances.

All ordinances or parts of ordinances in conflict with the provisions of this ordinance, or any parts hereof, are hereby repealed.

Section 3. Providing for Severability.

If any section, subsection, sentence, clause, phrase, or portion of this ordinance is for any reason held to be invalid or unconstitutional by the decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions thereof.

INTRODUCED AND TENTATIVELY APPROVED by the City Council of the City of Chandler, Arizona, this 10th day of September, 2018.

ATTEST:

CITY CLERK

CITY OF CHANDLER CORPORATE SEAL ARIZONA

MAYOR

PASSED AND ADOPTED by the City Council of the City of Chandler, Arizona, this 13th day of September, 2018.

ATTEST:

CITY CLERK

MAYOR

CERTIFICATION

I HEREBY CERTIFY that the above and foregoing Ordinance No. 4838 was duly passed and adopted by the City Council of the City of Chandler, Arizona, at a regular meeting held on 10th day of September, 2018, and that a quorum was present thereat.

CITY CLERK

CITY OF CHANDLER CORPORATE SEAL ARIZONA

APPROVED AS TO FORM:

CITY ATTORNEY

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