



Legislation Details (With Text)

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|-----------------------|--|----------------------|---|----------------------|---|
| <b>File #:</b>        | RES-15:071   | <b>Version:</b>      | 1 | <b>Name:</b>         | Amend Employee Handbook concerning Equal Opportunity Employer |
| <b>Type:</b>          | Resolution   | <b>Status:</b>       |   | <b>Status:</b>       | Denied  |
| <b>File created:</b>  | 4/17/2015  | <b>In control:</b>   |   | <b>In control:</b>   | City Council  |
| <b>On agenda:</b>     |  | <b>Final action:</b> |   | <b>Final action:</b> | 4/21/2015   |
| <b>Title:</b>         | A RESOLUTION TO AMEND THE CITY OF JONESBORO EMPLOYEE HANDBOOK      |                      |   |                      |   |
| <b>Sponsors:</b>      |  |                      |   |                      |   |
| <b>Indexes:</b>       |  |                      |   |                      |   |
| <b>Code sections:</b> |  |                      |   |                      |   |
| <b>Attachments:</b>   | 1. Opposition Email, 2. Statement from Mayor Perrin April 21, 2015 |                      |   |                      |   |

| Date | Ver. | Action By | Action | Result |
|------|------|-----------|--------|--------|
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A RESOLUTION TO AMEND THE CITY OF JONESBORO EMPLOYEE HANDBOOK  
WHEREAS, the City of Jonesboro adopted its Employee Handbook by Resolution 12:064 in 2012; and

WHEREAS, a revision of Section I, Employment Policies is needed for the fair and impartial implementation of personnel policies.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF JONESBORO, ARKANSAS, THAT:

Section 1. Section I, Employment Policies - Equal Opportunity Employer section shall be amended as follows:

Equal Opportunity Employer

It is the continuing policy of the City of Jonesboro to ensure equal employment opportunity in all personnel actions taken. Our policy is stated as follows:

1. Recruiting, hiring, training, and promoting for all jobs will be without regard to race, color, national origin, religion, sex, age, disability, sexual orientation, gender identity, or genetic information, and will conform with all applicable laws and regulations.
2. Decisions on employment will be based solely on the individual's qualifications for the position being filled.
3. Any promotional decisions will be based solely on the individual's qualifications as related to the requirements of the position for which the individual is being considered.
4. All other personnel actions, such as compensation, benefits, transfers, terminations, and layoffs, return from layoff, and training programs will be administered without regard to race, color, national origin, religion, sex, age, disability, sexual orientation, gender identity, or genetic information.

5. The Human Resources Director is responsible for this policy and for the necessary reporting and monitoring procedures associated with it. Any complaints should be directed to her attention. This policy may be periodically reviewed.

Section 2. Three (3) copies of the revised Section I, Equal Opportunity Employer section of the Employee Handbook shall be and hereafter kept on file in the Office of the City Clerk/Treasurer.

Section 3. All ordinances in conflict herewith are repealed to the extent of the conflict.