**Personnel Policy Template, LMC Model Policy**

*This material is provided as general information and is not a substitute for legal advice. Consult with your attorney for advice concerning specific situations or policies. Find more information on personnel policies in the* [*Personnel Policies Chapter*](https://www.lmc.org/resources/hr-reference-manual-chapter-7-personnel-policies/) *of the League’s Human Resources Reference Manual.*

*Below you will find a Table of Contents to help navigate through the model personnel policy. Simply hold the Ctrl button on your keyboard and click on the heading with your mouse to bring you directly to the specific section.*

Contents

[Article I. INTRODUCTION 8](#_Toc183087512)

[Section 1.01 Purpose 8](#_Toc183087513)

[Section 1.02 Scope 9](#_Toc183087514)

[Section 1.03 EEO Policy Statement 9](#_Toc183087515)

[Section 1.04 Data Practices Advisory 9](#_Toc183087516)

[Section 1.05 Media Requests 10](#_Toc183087517)

[Section 1.06 Personal Communications and Use of Social Media 11](#_Toc183087518)

[Article II. CITYWIDE WORK RULES & CODE OF CONDUCT 12](#_Toc183087519)

[Section 2.01 Conduct as a City Employee 12](#_Toc183087520)

[Section 2.02 Attendance & Absence 13](#_Toc183087521)

[Section 2.03 Access to and Use of City Property 14](#_Toc183087522)

[Section 2.04 Appearance 14](#_Toc183087523)

[Section 2.05 Conflict of Interest 15](#_Toc183087524)

[Section 2.06 Falsification of Records 15](#_Toc183087525)

[Section 2.07 Personal Telephone Calls 16](#_Toc183087526)

[Section 2.08 Political Activity 16](#_Toc183087527)

[Section 2.09 Smoking 17](#_Toc183087528)

[Article III. DEFINITIONS 17](#_Toc183087529)

[Section 3.01 Authorized Hours 17](#_Toc183087530)

[Section 3.02 Benefits 17](#_Toc183087531)

[Section 3.03 Benefit Earning Employees 17](#_Toc183087532)

[Section 3.04 Core Hours 18](#_Toc183087533)

[Section 3.05 Demotion 18](#_Toc183087534)

[Section 3.06 Direct Deposit 18](#_Toc183087535)

[Section 3.07 Employee 18](#_Toc183087536)

[Section 3.08 Exempt Employee 18](#_Toc183087537)

[Section 3.09 FICA (Federal Insurance Contributions Act) 18](#_Toc183087538)

[Section 3.10 Fiscal Year 18](#_Toc183087539)

[Section 3.11 Full-Time Employee 18](#_Toc183087540)

[Section 3.12 Hours of Operation 18](#_Toc183087541)

[Section 3.13 Management Employee 18](#_Toc183087542)

[Section 3.14 Non-Exempt Employee 19](#_Toc183087543)

[Section 3.15 Part-Time Employee 19](#_Toc183087544)

[Section 3.16 Pay Period 19](#_Toc183087545)

[Section 3.17 PERA (Public Employees Retirement Association) 19](#_Toc183087546)

[Section 3.18 Promotion 19](#_Toc183087547)

[Section 3.19 Reclassify 19](#_Toc183087548)

[Section 3.20 Seasonal Employee 19](#_Toc183087549)

[Section 3.21 Service Credit 19](#_Toc183087550)

[Section 3.22 Temporary Employee 20](#_Toc183087551)

[Section 3.23 Training/Probationary Period 20](#_Toc183087552)

[Section 3.24 Transfer 20](#_Toc183087553)

[Section 3.25 Weapons 21](#_Toc183087554)

[Section 3.26 Workweek 21](#_Toc183087555)

[Article IV. EMPLOYEE RECRUITMENT & SELECTION 21](#_Toc183087556)

[Section 4.01 Scope 21](#_Toc183087557)

[Section 4.02 Features of the Recruitment System 21](#_Toc183087558)

[Section 4.03 Testing and Examinations 21](#_Toc183087559)

[Section 4.04 Pre-Employment Medical Exams 22](#_Toc183087560)

[Section 4.05 Selection Process 23](#_Toc183087561)

[Section 4.06 Background Checks 23](#_Toc183087562)

[Section 4.07 Training/Probationary Period 24](#_Toc183087563)

[Article V. ORGANIZATION 24](#_Toc183087564)

[Section 5.01 Job Descriptions 24](#_Toc183087565)

[Section 5.02 Assigning and Scheduling Work 24](#_Toc183087566)

[Section 5.03 Job Descriptions and Classifications 24](#_Toc183087567)

[Section 5.04 Layoff 25](#_Toc183087568)

[Article VI. HOURS OF WORK 25](#_Toc183087569)

[Section 6.01 Work Hours 25](#_Toc183087570)

[Section 6.02 Core Hours 26](#_Toc183087571)

[Section 6.03 Meal Breaks and Rest Periods 26](#_Toc183087572)

[Section 6.04 Adverse Weather Conditions 26](#_Toc183087573)

[Article VII. COMPENSATION 27](#_Toc183087574)

[Article VIII. PAYCHECKS OR DIRECT DEPOSIT (select one or the other) 27](#_Toc183087575)

[Section 8.01 Paychecks 27](#_Toc183087576)

[Section 8.02 Direct Deposit 28](#_Toc183087577)

[Section 8.03 Improper Deduction and Overpayment Policy 28](#_Toc183087578)

[Section 8.04 Time Reporting 28](#_Toc183087579)

[Section 8.05 Overtime / Compensatory Time 29](#_Toc183087580)

[Section 8.06 Non-Exempt (Overtime-Eligible) Employees 29](#_Toc183087581)

[Section 8.07 Exempt (Non-Overtime-Eligible) Employees 30](#_Toc183087582)

[Section 8.08 Leave Policy for Exempt Employees 31](#_Toc183087583)

[Article IX. PERFORMANCE REVIEWS 32](#_Toc183087584)

[Article X. BENEFITS 32](#_Toc183087585)

[Section 10.01 Health, Dental, Life Insurance 32](#_Toc183087586)

[Section 10.02 Retirement/PERA 33](#_Toc183087587)

[Section 10.03 Tuition Reimbursement 33](#_Toc183087588)

[Article XI. HOLIDAYS 34](#_Toc183087589)

[Article XII. LEAVES OF ABSENCE 35](#_Toc183087590)

[**Section 12.01** **Sick Leave/Earned Sick and Safe Time (ESST) Leave** 35](#_Toc183087591)

[**Option A: Sick Leave + ESST Leave + Vacation** 36](#_Toc183087600)

[**Option B: Sick leave/ESST leave + Vacation** 36](#_Toc183087605)

[**Option C: Paid Time Off (PTO)** 36](#_Toc183087609)

[(a) Earned Sick and Safe Time Use 37](#_Toc183087611)

[(b) For Earned Sick and Safe Time purposes, family member includes an employee’s: 38](#_Toc183087612)

[(c) Advance Notice for use of Earned Sick and Safe Time 39](#_Toc183087613)

[(d) Accrual and Carry Over of Earned Sick and Safe Time 40](#_Toc183087614)

[(e) Retaliation prohibited 41](#_Toc183087615)

[(f) Benefits and return to work protections 41](#_Toc183087616)

[Section 12.02 Vacation Leave 41](#_Toc183087617)

[(a) Eligibility 42](#_Toc183087618)

[(b) Accrual Rate 42](#_Toc183087619)

[(c) Earnings and Use 42](#_Toc183087620)

[(d) Vacation Separation Payout 43](#_Toc183087621)

[(e) Unpaid Leave 43](#_Toc183087622)

[(f) Annual Leave Conversion 44](#_Toc183087623)

[Section 12.03 Funeral Leave 46](#_Toc183087624)

[Section 12.04 Military Leave 46](#_Toc183087625)

[Section 12.05 Military Leave for Family Members 47](#_Toc183087626)

[Section 12.06 Military Leave for Family Member Injured or Killed in Active Service 47](#_Toc183087627)

[Section 12.07 Civil Air Patrol 48](#_Toc183087628)

[Section 12.08 Jury Duty 48](#_Toc183087629)

[Section 12.09 Court Appearances 48](#_Toc183087630)

[Section 12.10 Victim or Witness Leave 48](#_Toc183087631)

[Section 12.11 Job Related Injury or Illness 49](#_Toc183087632)

[Section 12.12 Pregnancy and Parenting Leave 49](#_Toc183087633)

[Section 12.13 Administrative Leave 50](#_Toc183087634)

[Section 12.14 Adoptive Parents 50](#_Toc183087635)

[Section 12.15 School Conference Leave 50](#_Toc183087636)

[Section 12.16 Bone Marrow/Organ Donation Leave 51](#_Toc183087637)

[Section 12.17 Elections / Voting 51](#_Toc183087638)

[Section 12.18 Delegates to Party Conventions 52](#_Toc183087639)

[Section 12.19 Regular Leave without Pay 52](#_Toc183087640)

[Section 12.20 Family and Medical Leave 53](#_Toc183087641)

[Section 12.21 Reasonable Work Time for Nursing Mothers and Lactating Employees 53](#_Toc183087642)

[Section 12.22 Light Duty/Modified Duty Assignment 54](#_Toc183087643)

[Section 12.23 Reasonable Accommodations to an Employee for Health Conditions Relating to Pregnancy 54](#_Toc183087644)

[Section 12.24 Athletic Leave of Absence 55](#_Toc183087645)

[Article XIII. DIVERSITY, EQUITY AND INCLUSION 55](#_Toc183087646)

[Section 13.01 General 55](#_Toc183087647)

[Section 13.02 Definitions within this section 56](#_Toc183087648)

[Section 13.03 Policy Statement 56](#_Toc183087655)

[Article XIV. SEXUAL HARASSMENT PREVENTION 57](#_Toc183087656)

[Section 14.01 General 57](#_Toc183087657)

[Section 14.02 Applicability 57](#_Toc183087658)

[Section 14.03 Definitions 57](#_Toc183087659)

[Section 14.04 Expectations 58](#_Toc183087660)

[Section 14.05 Special Reporting Requirements 60](#_Toc183087661)

[Section 14.06 Retaliation 60](#_Toc183087662)

[Article XV. RESPECTFUL WORKPLACE POLICY 61](#_Toc183087663)

[Section 15.01 Applicability 62](#_Toc183087664)

[Section 15.02 Abusive Customer Behavior 62](#_Toc183087665)

[Section 15.03 Types of Disrespectful Behavior 62](#_Toc183087666)

[(a) Violent behavior: 62](#_Toc183087667)

[(b) Discriminatory behavior: 62](#_Toc183087668)

[(c) Offensive behavior: 62](#_Toc183087669)

[(d) Sexual harassment: 63](#_Toc183087670)

[(e) Sexual harassment includes, but is not limited to, the following: 63](#_Toc183087671)

[Section 15.04 Employee Response to Disrespectful Workplace Behavior 63](#_Toc183087672)

[Section 15.05 Supervisor’s Response to Allegations of Disrespectful Workplace Behavior 64](#_Toc183087673)

[Section 15.06 Special Reporting Requirements 66](#_Toc183087674)

[Section 15.07 Confidentiality 66](#_Toc183087675)

[Section 15.08 Retaliation 66](#_Toc183087676)

[Article XVI. POSSESSION AND USE OF DANGEROUS WEAPONS 67](#_Toc183087677)

[Article XVII. SEPARATION FROM SERVICE 68](#_Toc183087678)

[Section 17.01 Resignations 68](#_Toc183087679)

[Section 17.02 Severance Pay 68](#_Toc183087680)

[Article XVIII. DISCIPLINE 68](#_Toc183087681)

[Section 18.01 General Policy 68](#_Toc183087682)

[Section 18.02 No Contract Language Established 68](#_Toc183087683)

[Section 18.03 Process 68](#_Toc183087684)

[(a) Oral Reprimand 69](#_Toc183087685)

[(b) Written Reprimand 69](#_Toc183087686)

[(c) Suspension With or Without Pay 69](#_Toc183087687)

[(d) Demotion and/or Transfer 70](#_Toc183087688)

[(e) Salary 70](#_Toc183087689)

[(f) Dismissal 70](#_Toc183087690)

[Article XIX. GRIEVANCE PROCEDURE 70](#_Toc183087691)

[Section 19.01 Waiver 71](#_Toc183087692)

[Article XX. EMPLOYEE EDUCATION & TRAINING 71](#_Toc183087693)

[Section 20.01 Policy 71](#_Toc183087694)

[Section 20.02 Job-Related Training & Conferences 71](#_Toc183087695)

[Section 20.03 Job-Related Meetings 71](#_Toc183087696)

[Section 20.04 Request for Participation in Training & Conferences 72](#_Toc183087697)

[Section 20.05 Out of State Travel 72](#_Toc183087698)

[Section 20.06 Not to Exceed Figure 72](#_Toc183087699)

[Section 20.07 Compensation for Travel & Training Time 72](#_Toc183087700)

[Section 20.08 Memberships and Dues 72](#_Toc183087701)

[Section 20.09 Travel & Meal Allowance 72](#_Toc183087702)

[Article XXI. OUTSIDE EMPLOYMENT 73](#_Toc183087703)

[Article XXII. DRUG FREE WORKPLACE 74](#_Toc183087704)

[Article XXIII. CITY DRIVING POLICY 74](#_Toc183087705)

[Article XXIV. CELLULAR PHONE USE 74](#_Toc183087706)

[Section 24.01 General Policy 75](#_Toc183087707)

[Section 24.02 Procedures 76](#_Toc183087708)

[Section 24.03 Responsibility 76](#_Toc183087709)

[Article XXV. SAFETY 76](#_Toc183087710)

[Section 25.01 Reporting Accidents and Illnesses 77](#_Toc183087711)

[Section 25.02 Safety Equipment/Gear 77](#_Toc183087712)

[Section 25.03 Unsafe Behavior 77](#_Toc183087713)

[Section 25.04 Access to Gender-Segregated Activities and Areas 77](#_Toc183087714)

HUMAN RESOURCES & BENEFITS INFORMATION

**PERSONNEL POLICY TEMPLATE**

Updated October 21, 2024

* This template was developed with the personnel management of a Plan “A” city in mind.
  + For Plan “B” cities, authority in the area of personnel management (especially hiring and firing) is generally given to the city manager.
  + For Home Rule Charter cities, authority in the area of personnel management is typically defined in the city’s charter language.
* “City administrator” is used throughout this template. This language may need to be revised to recognize other management positions at a city.
* “Supervisor” is used throughout this template. This language may need to be revised to recognize other positions of authority at a city.
* The template does not provide cites for any state law or federal regulation, etc. Instead, such references are to the name of the particular law or to “Minnesota law” in general. The idea is this will create less need for update if a statutory cite is changed. Cities are encouraged to use the Personnel Policy Chapter of the online HR Reference Manual to find actual citations.

 **This icon marks places where the city must customize the model policy. They offer additional provisions, optional language, or comments for your consideration. The icon, and language you do not wish to include, should be deleted from this model before use. Make other changes, as needed, to customize the model for your city.**

**When updating policies, some employers have found personnel policies a valuable tool to promote the city’s “brand” or important values to employees. For example, some cities will incorporate photos of important city landmarks, a visual timeline of a city’s history with important milestones noted, or highlight in an infographic with the city’s mission, vision and values throughout the document.**

# Article I. INTRODUCTION

## Section 1.01 Purpose

The city will want to include sample disclaimer language in the Employee Handbook. Listed Below are three samples for inclusion; a city will want to use one within the Handbook.

1. The purpose of these policies is to establish a uniform and equitable system of personnel administration for employees of the city of \_\_\_\_\_\_\_\_\_\_. They should not be construed as contract terms for any city employees. No supervisor or city representative has any authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to this provision. Nothing in this Personnel Handbook, or in other city policies which may be communicated to the employee, constitutes a contract of employment for any city employee. The policies are not intended to cover every situation that might arise and can be amended at any time at the sole discretion of the city. These policies supersede all previous personnel policies. As an employee, you are responsible for complying with current city policy at all times. Except where noted otherwise, the city administrator or his/her designee is charged with ensuring compliance with these personnel policies.
2. It is the purpose of these policies to establish a uniform and equitable system of personnel administration for employees of the city of \_\_\_\_\_\_\_\_\_\_\_\_. Their provisions do not establish terms and shall not be construed as contractual provisions. They are not intended to be all-inclusive or to cover every situation that may arise. These policies may be amended at any time at the sole discretion of the city and they will supersede all previous personnel policies. Except where noted otherwise, the city administrator or his/her designee is charged with ensuring compliance with these personnel policies. Revisions and amendments shall become effective upon approval by the (City Council for most cities; City Manager for Plan B form of government and some Home Rule Charter cities).
3. This handbook provides information to you, as an employee of the city of \_\_\_\_\_\_\_\_\_\_\_\_\_, about certain terms and conditions of your employment. It is not, and should not be considered, an employment contract. Your continued employment, and the conditions of the employment, is solely within the discretion of the City of \_\_\_\_\_\_\_\_\_\_. The handbook summarizes major policies and programs related to your employment. Additional information about many of these policies and programs is available from the city’s administration office. Please take advantage of those resources to assure you are fully aware of your rights and responsibilities as an employee of the city of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. Except where noted otherwise, the city administrator or his/her designee is charged with ensuring compliance with these personnel policies.

Except as otherwise prohibited by law, the city of \_\_\_\_\_\_\_\_\_\_ has the right to terminate any employee at any time for any or no reason. Employees may similarly terminate employment at any time for any reason.

Only the City Council (can add city manager in a Plan B or Home Rule Charter form of government if applicable) has the right to alter the “at will” agreement.

## Section 1.02 Scope

These policies apply to all employees of the city. Except where specifically noted, these policies do not apply to:

1. Elected officials
2. City attorney
3. Members of city boards, commissions, and committees
4. Consultants and contractors
5. Volunteers, except as specifically noted for paid-on-call firefighters.

If any specific provisions of the personnel policies conflict with any current union agreement or civil service rules, the union agreement or civil service rules will prevail. Union employees are encouraged to consult their collective bargaining agreement first for information about their employment conditions. Nothing in these policies is intended to modify or supersede any applicable provision of state or federal law.

These policies serve as an information guide to help employees become better informed and to make their experience with the city more rewarding. Departments may have special work rules deemed necessary by the supervisor and approved by the city administrator for the achievement of objectives of that department. Each employee will be given a copy of such work rules by the department upon hiring and those rules will be further explained, and enforcement discussed with the employee by the immediate supervisor.

## Section 1.03 EEO Policy Statement

The city of \_\_\_\_\_\_\_\_\_\_ is committed to providing equal opportunity in all areas of employment, including but not limited to recruitment, hiring, demotion, promotion, transfer, selection, lay-off, disciplinary action, termination, compensation and selection for training. The city of \_\_\_\_\_\_\_\_\_\_ will not discriminate against any employee or job applicant on the basis of race (including traits associated with race, including, but not limited to, hair texture and hair styles such as braids, locs and twists) color, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity, or gender expression, disability, age, marital status, genetic information, status with regard to public assistance, veteran status, familial status, or membership on a local human rights commission or lawful participation in the Minnesota Medical Cannabis Patient Registry.

## Section 1.04 Data Practices Advisory

Employee records are maintained in a location designated by the city administrator. Personnel data is retained in personnel files, finance files, and benefit/medical files. Information is used to administer employee salary and benefit programs, process payroll, complete state and federal reports, document employee performance, etc.

Employees have the right to know what data is retained, where it is kept, and how it is used. All employee data will be received, retained, and disseminated according to the Minnesota Government Data Practices Act.

## Section 1.05 Media Requests

All city employees have a responsibility to help communicate accurate and timely information to the public in a professional manner. Requests for private data or information outside of the scope of an individual’s job duties should be routed to the appropriate department or to the data practices authority.

Any employee who identifies a mistake in reporting should bring the error to the city administrator or other appropriate staff. Regardless of whether the communication is in the employee’s official city role or in a personal capacity, employees must comply with all laws related to trademark, copyright, software use, etc.

Except for routine events and basic information readily available to the public, all requests for interviews or information from the media are to be routed through the city administrator. No city employee is authorized to speak on behalf of the city without prior authorization from the city administrator or his/her designee. Media requests include anything intended to be published or viewable to others in some form such as television, radio, newspapers, newsletters, social media postings, and websites. When responding to media requests, employees should follow these steps:

1. If the request is for routine or public information (such as a meeting time or agenda), provide the information and notify the city administrator of the request.
2. If the request is regarding information about city personnel, potential litigation, controversial issues, an opinion on a city matter, or if an employee is unsure if the request is a “routine” question, forward the request to the city administrator. An appropriate response would be, “I’m sorry, I don’t have the full information regarding that issue. Let me take some basic information and submit your request to the appropriate person, who will get back to you as soon as they can.” Then ask the media representative’s name, questions, deadline, and contact information.

All news releases concerning city personnel will be the responsibility of the city administrator.

When/if the city administrator authorizes a staff person to communicate on behalf of the city in interviews, publications, news releases, on social media sites, and related communications, employees must:

* Identify themselves as representing the city. Account names on social media sites must be clearly connected to the city and approved by the city administrator.
* Be respectful, professional, and truthful when providing information. In most cases, only factual information (not opinions or editorial comments) should be provided: “The city finished street cleaning on 16 streets in the northwest corner of the city this past week” instead of “The city is doing a great job with street cleaning this year!” Corrections must be issued when needed.
* Generally, do not include personal opinions in official city statements. One exception is communications related to promoting a city service. For example, an employee could post the following on the city’s Facebook page: “My family visited Hill Park this weekend and really enjoyed the new band shelter.”

Employees who have been approved to use social media sites on behalf of the city should seek assistance from the city administrator on this topic.

* Notify the city administrator if they will be using their personal technology (cell phones, home computer, cameras, etc.) for city business. Employees should be aware data transmitted or stored may be subject to the Minnesota Government Data Practices Act.

## Section 1.06 Personal Communications and Use of Social Media

It is important for city employees to remember the personal communications of employees may reflect on the city, especially if employees are commenting on city business or commenting on issues that implicate their city employment. As city representatives, employees share in the responsibility of earning and preserving the public’s trust in the city. An employee’s own personal communications, such as on social media, can have a significant impact on the public’s belief that all city staff will carry out city functions faithfully and impartially and without regard to factors such as race, sex/gender, religion, national origin, disability, sexual orientation, or other protected categories. Nonpersonal communications (performed within one’s job duties) to members of the public must be professional at all times. The following guidelines apply to personal communications, including various forms such as social media (Facebook, Twitter, blogs, YouTube, etc.), letters to the editor of newspapers, and personal endorsements:

* Do not share any private or confidential information you have access to as a result of your city position.
* Any personal communications made on a matter of public concern must not disrupt the efficiency of the city’s operation, including by negatively affecting morale. Put another way, such public comments must not undermine any city department’s ability to effectively serve the public. Disruptive personal communications can include liking or republishing (sharing/retweeting) a social media post of another individual or entity. The City can act on the personal communication that violates this policy without waiting for the actual disruption.
* Remember what you write or post cannot easily be undone. It may also be spread to a larger audience than you intended. Use common sense when using email or social media sites. It is a good idea to refrain from sending or posting information or photos you would not want your boss or other employees to read, or you would be embarrassed to see in the newspaper. Keep in mind harassment, bullying, threats of violence, discrimination, or retaliation concerning a co-worker or between co-workers that would not be permissible in the workplace is not permissible online, even if it is done after hours, from home and on home computers.
* The city expects its employees to be fair, courteous, and respectful to supervisors, co-workers, citizens, customers, and other persons associated with the city. Avoid using statements, photographs, video or audio that reasonably may be viewed as malicious, obscene, threatening or intimidating, disparaging, or might constitute harassment or bullying.

Examples of such conduct might include offensive posts meant to intentionally harm someone’s reputation or posts that could contribute to a hostile work environment on the basis of sex, race (including traits associated with race, including, but not limited to, hair texture and hairstyles such as braids, locs and twists) national origin, age, color, creed, religion, disability, marital status, familial status, veteran status, sexual orientation, gender identity, or gender expression, status with regard to public assistance or membership or activity in a local human rights commission.

* If you publish something related to city business and there is likely to be confusion whether you are speaking on behalf of the city, it would be best to identify yourself and use a disclaimer such as, “These are my own opinions and do not represent those of the city of \_\_\_\_\_.”
* City resources, working time, or official city positions cannot be used for personal profit or business interests, or to participate in personal political activity. Some examples: a building inspector could not use the city’s logo, email, or working time to promote their side business as a plumber; a parks employee should not access a park after hours even though they may have a key; a clerk, while working at City Hall, should not campaign for a friend who is running for City Council.
* Personal social media account name or email names should not be tied to the city (e.g., (city name) Cop).

# Article II. CITYWIDE WORK RULES & CODE OF CONDUCT

## Section 2.01 Conduct as a City Employee

In accepting city employment, employees become representatives of the city and are responsible for assisting and serving the citizens for whom they work. An employee’s primary responsibility is to serve the residents of the\_\_\_\_\_\_\_\_\_\_. Employees should exhibit conduct that is ethical, professional, responsive, and of standards becoming of a city employee. To achieve this goal, employees must adhere to established policies, rules, and procedures and follow the instructions of their supervisors.

Honesty is an important organizational attribute to our city. Therefore, any intentional misrepresentation of facts or falsification of records, including personnel records, medical records, leaves of absence documentation or the like, will not be tolerated. Further, dishonesty in city positions may preclude workers from effectively performing their essential job duties. As just one example, a police officer with a credibility issue under a Brady/Giglio designation very likely will be excluded from providing testimony for court cases thereby creating an employment strain where an employee cannot effectively perform the essential functions of the job. Any violations will result in corrective action, up to and including termination.

As in all cases of discipline, city employers will want to proceed with caution and consult with legal counsel prior to taking any adverse employment action. Disciplining employees due to suspected dishonesty relating to a complaint in an employment investigation has yielded some complicated case decisions, so this simply reinforces the need for cities to work with legal counsel.

The following are job requirements for every position at the city of \_\_\_\_\_\_\_\_\_\_. All employees are expected to:

* Perform assigned duties to the best of their ability at all times.
* Render prompt and courteous service to the public at all times.
* Read, understand, and comply with the rules and regulations as set forth in these personnel policies as well as those of their departments.
* Conduct themselves professionally toward both residents and staff and respond to inquiries and information requests with patience and every possible courtesy.
* Report any and all unsafe conditions to the immediate supervisor.
* Maintain good attendance while meeting the goals set by an employee’s supervisor.
* Approach our organization and operational duties with a positive attitude and constructively support open communication, creativity, dedication and compassion.

## Section 2.02 Attendance & Absence

The operations and standards of service in the city of \_\_\_\_\_\_\_\_\_\_ requires employees be at work unless valid reasons warrant absence, or an employee has a position approved to work remotely.

In order for a team to function efficiently and effectively, employees must fully understand the goals set for them and the time required to be on the job. Understanding attendance requirements is an essential function of every city position.

Employees who are going to be absent from work are required to notify their supervisor as soon as possible in advance of the absence. In the event of an unexpected absence, employees should call their supervisor before the scheduled starting time, or as soon as practicable for an unexpected absence, and keep in mind the following procedures:

* If the supervisor is not available at the time, the employee should leave a message with a telephone number where they can be reached and/or contact any other individual who was designated by the supervisor.
* Depending on the absence, failure to use the established reporting process may be grounds for disciplinary action.
* The employee must specify the amount of time needed away from work. In the event the absence is expected to last longer than anticipated, employees must contact their supervisor as soon as practicable to request additional time away from work.   
    
  In compliance with the Earned Sick and Safe Time (ESST) law, employers need to exercise caution when asking for information about the reason for an employee’s absence. As a result, it is generally best to ask employees at the outset of the leave to generally verify if they are requesting to use available ESST leave for the absence, and if so, whether the leave is requested for an eligible ESST use. For more information about the documentation employers can request under ESST, see [Minn. Stat. § 181.9447, Subd. 3](https://www.revisor.mn.gov/statutes/cite/181.9447).
* Employees who are absent for three days or more and who do not report the absence in accordance with this policy, will be considered to have voluntarily resigned not in good standing.
* The city may waive this rule if extenuating circumstances warranted such behavior.

City employers should proceed with caution and consult with legal counsel prior to taking any adverse employment action for violations of this policy. Minnesota’s Earned Sick and Safe Time (ESST) law, for example, contains anti-retaliation provisions that prohibit employers from taking adverse action against employees for exercising their right to use ESST leave. There is also the potential for other laws like the Americans with Disabilities Act (ADA), Minnesota Human Rights Act (MHRA), or Family Medical Leave Act (FMLA) to intersect with an employee’s absence, reiterating the importance of consulting with the city attorney for legal advice before acting.

For budgetary and confidentiality reasons, non-exempt employees (eligible for overtime pay) are not authorized to take work home or work through lunch without prior approval from their supervisor.

## Section 2.03 Access to and Use of City Property

Any employee who has authorized possession of keys, tools, cell phones, pagers, or other city-owned equipment must register their name and the serial number (if applicable) or identifying information about the equipment with their supervisor.

All such equipment must be turned in and accounted for by any employee leaving employment with the city in order to resign in good standing.

Employees are responsible for the safekeeping and care of all such equipment. The duplication of keys owned by the city is prohibited unless authorized by the city administrator. Any employee found having an unauthorized duplicate key will be subject to disciplinary action.

## Section 2.04 Appearance

Departments may establish dress codes for employees as part of departmental rules. Personal appearance should be appropriate to the nature of the work and contacts with other people and should present a positive image to the public. Clothing, jewelry, or other items that could present a safety hazard are not acceptable in the workplace. Dress needs vary by function. Employees who spend a portion of the day in the field need to dress in a professional manner appropriate to their jobs, as determined by their supervisor. Employees may dress in accordance with their gender identity, within the constraints of the dress codes adopted by the city. City staff shall not enforce the city’s dress code more strictly against transgender and gender diverse employees than other employees.

If a city is interested in “Dress for your Day” type policy language, consider the following:

The city of \_\_\_\_\_\_\_\_\_\_\_\_\_ Dress for your Day policy allows for non-uniformed employees to use their best judgment when deciding what to wear to work every day, with some basic guidelines. The idea is each employee should consider what their workday looks like and dress accordingly.

For example, employees are allowed to wear casual clothing on workdays when they do not have meetings with residents or other outside third parties. Employees are still expected to wear clothing appropriate for an office environment, and traditional business attire is always acceptable.

There may be days when residents or visitors are expected at city facilities and all staff may be required to forgo Dress for your Day and required to wear business causal or business attire. These days will be announced in advance so employees can plan accordingly.

In all instances, clothing and appearance must be neat, clean, not ripped, heavily frayed or worn, and not expose an excessive amount of skin.

The following are examples of clothing and shoe choices that are never acceptable, but it is not an exhaustive list. When in doubt, consult with \_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Administration, HR or manager).

* Sweatpants, yoga pants and other exercise apparel
* Leggings unless combined with a top that reaches at least mid-thigh
* Beach wear
* Shorts
* Overalls unless required as part of a uniform
* Clothing with writing or large logos (unless city or affiliated business organization logo or permissible union apparel in certain circumstances)
* Any clothing showing midriffs
* Sheer clothing
* Hats or caps
* Sports jerseys (unless part of a planned employee event)
* Flip-flops, house slippers, Crocs shoes

Employees are allowed to wear jeans clean and free of rips, tears, fraying and not excessively tight or revealing.

Employees who need an accommodation associated with a protected status such as religion or disability should speak with \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Administration or HR) to obtain approval to deviate from this policy.

## Section 2.05 Conflict of Interest

City employees are to remove themselves from situations in which they would have to take action or make a decision where that action or decision could be a perceived or actual conflict of interest or could result in a personal benefit for themselves or a family member. If an employee has any question about whether such a conflict exists, they should consult with the city administrator.

## Section 2.06 Falsification of Records

Any employee who makes false statements or commits, or attempts to commit, fraud in an effort to prevent the impartial application of these policies, will be subject to immediate disciplinary action up to and including termination and potential criminal prosecution.

 Optional additional wording:

Whistleblower Protections

An employee of the city who, in good faith, reports an activity they consider to be illegal or dishonest fraudulent activity to one or more of the parties may have whistleblower protections. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate city management officials are charged with these responsibilities.

Examples of illegal or dishonest fraudulent activities include violations of federal, state or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting.

If an employee has knowledge of or a concern of illegal or dishonest fraudulent activity, the employee is to contact their immediate supervisor or Human Resources. The employee must exercise sound judgment to avoid baseless allegations.

An employee who intentionally files a false report of wrongdoing may be subject to discipline up to and including termination.

It is the city's legal responsibility to protect employees who make a complaint of employment discrimination, who serve as a witness or participate in an investigation, or who are exercising their rights when requesting religious or disability accommodation from retaliation.

Whistleblower protections are provided in two important areas – confidentiality and against retaliation; insofar as consistent with Minnesota Data Practices, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense. The city will not retaliate against a whistleblower. This includes but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm. Any whistleblower who believes they are being retaliated against must contact Human Resources immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing.

## Section 2.07 Personal Telephone Calls

Personal telephone calls are to be made or received only when truly necessary (e.g., family or medical emergency). They are not to interfere with city work and are to be completed as quickly as possible. Any personal long-distance call costs will be paid for by the employee. Please refer to the cell phone policy for information on use of cellular phones.

## Section 2.08 Political Activity

City employees have the right to express their views and to pursue legitimate involvement in the political system outside of work time. Any employee who becomes a candidate for federal, state or municipal elective office, or assumes a federal, state, or municipal elective office, is expected to properly fulfill their normal duties during such candidacy and while holding such office and may be disciplined for failure to do so. An employee holding such office will be permitted time off from regular employment to attend meetings required by reason of the public office. Such time off may be without pay, by using appropriate paid leave, or made up with other hours, as agreed between the employee and the department director.

Any employee whose principal employment in the city is in connection with an activity which is funded in whole or in part by the United States or a federal agency is also subject to the restrictions and penalties of the Federal Hatch Act (5 U.S.C. § 1501-1508). Political activity should not impair objectivity or the perception of objectivity in carrying out city work.

City employees cannot use their official authority or influence through their employment with the city to compel a person to apply for membership in or become a member of a political organization, or to compel a person to pay or promise to pay a political contribution, or to compel a person to take part in political activity. While at work, city employees must be politically neutral in the performance of their job duties and cannot engage in political activity while at work, on city property, or by using city resources (such as city branded clothing or uniforms, photos, ID badges, nametags, or using the city’s email system or technology). Furthermore, employees should not use their city job title in conjunction with any political work or endorsements.

## Section 2.09 Smoking

The city of \_\_\_\_\_\_\_\_\_\_\_observes and supports the Minnesota Clean Indoor Air Act. All city buildings and vehicles, in their entirety, shall be designated as tobacco free, meaning that smoking in any form (through the use of tobacco products such as pipes, cigars, and cigarettes) or “vaping” with e-cigarettes is prohibited while in a city facility or vehicle.

Smoking of any kind, including pipes, cigars, cigarettes, vaping with e-cigarettes, and the use of chewing tobacco, is prohibited for employees while on duty. Employees 21 and over are allowed to smoke only during their breaks and lunch, and only in areas designated for that purpose.

[Minn. Stat. § 609.685](https://www.revisor.mn.gov/statutes/cite/609.685)

# Article III. DEFINITIONS

For purposes of these policies, the following definitions will apply:

## Section 3.01 Authorized Hours

The number of hours an employee was hired to work. Actual hours worked during any given pay period may be different than authorized hours, depending on workload demands or other factors, and upon approval of the employee’s supervisor.

## Section 3.02 Benefits

Privileges granted to qualified employees in the form of paid leave and/or insurance coverage.

## Section 3.03 Benefit Earning Employees

Employees who are eligible for at least a pro-rated portion of city-provided benefits. Except for Earned Sick and Safe Time (ESST), such employees must be year-round employees who work at least 20 hours per week on a regular basis.

## Section 3.04 Core Hours

The core hours all employees (exempt and non-exempt) are expected to work are 9 a.m. to 3:30 p.m., Monday through Friday. Police, fire, and public works employees do not have core hours and work the schedules established by their supervisors.

## Section 3.05 Demotion

The movement of an employee from one job class to another within the city, where the maximum salary for the new position is lower than that of the employee’s former position.

## Section 3.06 Direct Deposit

As permitted by state law, all city employees are required to participate in direct deposit.

## Section 3.07 Employee

An individual who has successfully completed all stages of the selection process, including the training period.

## Section 3.08 Exempt Employee

Employees who are not covered by the overtime provisions of the federal or state Fair Labor Standards Act.

## Section 3.09 FICA (Federal Insurance Contributions Act)

FICA is the federal requirement that a certain amount be automatically withheld from employees’ earnings. Specifically, FICA requires an employee contribution of 6.2 percent for Social Security and 1.45 percent for Medicare. The city contributes a matching 7.65 percent on behalf of each employee. Certain employees are exempt or partially exempt from these withholdings (e.g., police officers). These amounts may change if required by law.

## Section 3.10 Fiscal Year

The period from Jan. 1 to Dec. 31.

## Section 3.11 Full-Time Employee

Employees who are required to work forty (40) or more hours per week year-round in an ongoing position.

Optional additional wording: In accordance with federal health care reform laws and regulations, the city shall offer health insurance benefits to eligible employees and their dependents that work on average or are expected to work 30 or more hours per week or the equivalent of 130 hours or more per month.

In order to comply with health care reform law while avoiding penalties, part-time employees will be scheduled with business needs and in a manner that ensures positions retain part-time status as intended.

## Section 3.12 Hours of Operation

The city’s regular hours of operation are Monday through Friday, from 8 a.m. to 5 p.m.

## Section 3.13 Management Employee

An employee who is responsible for managing a department or division of the city.

## Section 3.14 Non-Exempt Employee

Employees who are covered by the federal or state Fair Labor Standards Act. Such employees are normally eligible for overtime at 1.5 times their regular hourly wage for all hours worked over forty (40) in any given workweek.

## Section 3.15 Part-Time Employee

Employees who are required to work less than forty (40) hours per week year-round in an ongoing position.

Optional additional wording: In accordance with federal health care reform laws and regulations, the city shall offer health insurance benefits to eligible employees and their dependents that work on average or are expected to work 30 or more hours per week or the equivalent of 130 hours or more per month. In order to comply with health care reform law while avoiding penalties, part-time employees will be scheduled with business needs and in a manner that ensures positions retain part-time status as intended.

## Section 3.16 Pay Period

A fourteen (14) day period beginning at 12 a.m. (midnight) on Sunday through 11:59 p.m. on Saturday, fourteen (14) days later.

## Section 3.17 PERA (Public Employees Retirement Association)

Statewide pension program in which all city employees meeting program requirements must participate in accordance with Minnesota law. The city and the employee each contribute to the employee’s retirement account.

## Section 3.18 Promotion

Movement of an employee from one job class to another within the city, where the maximum salary for the new position is higher than that of the employee’s former position.

## Section 3.19 Reclassify

Movement of a job from one classification to another classification because of a significant change in the position’s duties and responsibilities.

## Section 3.20 Seasonal Employee

Employees who work only part of the year (100 days or less) to conduct seasonal work. Seasonal employees may be assigned to work a full-time or part-time schedule. Seasonal employees do not earn benefits –except that seasonal employees are eligible to accrue Earned Sick and Safe Time (ESST) leave as outlined in the ESST policy— and do not earn credit for seniority.

**Optional additional wording: In order to comply with health care reform law while avoiding penalties, part-time employees will be scheduled with business needs and in a manner that ensures positions retain part-time status as intended or, in some rare instances, may be offered health insurance to comply with federal health care reform laws and regulations while avoiding associated penalties.

## Section 3.21 Service Credit

Time worked for the city. An employee begins earning service credit on the first day worked for the city. Some forms of leave will create a break in service.

## Section 3.22 Temporary Employee

Employees who work in temporary positions. Temporary jobs might have a defined start and end date or may be for the duration of a specific project. Temporary employees may be assigned to work a full-time or part-time schedule. Temporary employees do not earn benefits – except that temporary employees are eligible for Earned Sick and Safe Time (ESST) leave as outlined in the ESST policy—and do not earn credit for seniority.

**Optional additional wording: In order to comply with health care reform law while avoiding penalties, part-time employees will be scheduled with business needs and in a manner that ensures positions retain part-time status as intended or, in some rare instances, may be offered health insurance.

## Section 3.23 Training/Probationary Period

A twelve-month period at the start of employment with the city (or at the beginning of a promotion, reassignment, or transfer) designated as a period within which to learn the job, unless covered by a collective bargaining agreement stating a different time frame. The training period is an integral extension of the city’s selection process and is used by supervisors for closely observing an employee’s work. It does not, however, alter the at-will status of employment between the city and employee.

An employee serving the initial probationary period may be disciplined for any reason at the sole discretion of the city, up to and including dismissal. An employee so disciplined, including dismissal, will not have any grievance rights unless grievance rights are specifically provided by a collective bargaining agreement.

Nothing in this policy handbook shall be construed to imply during or after completion of the probationary period, an employee has any vested interest or property right to continued city employment.

Time served in temporary, seasonal, volunteer or interim positions are not considered part of the probationary period.

If an emergency arises during an employee’s probationary period which requires a leave of absence, such time off, if granted, will not be considered as time worked, and the probationary period will be extended by the length of time taken.

**Optional additional wording: Training begins on your first day of employment with an orientation process in which you will learn about city policies and procedures, take a tour of the city, and meet co-workers. Then you will begin to learn your job by training with your supervisor or a co-worker.

In the first few months, you will meet with your supervisor frequently to discuss your progress and at six months, you will have a formal review.

## Section 3.24 Transfer

Movement of an employee from one city position to another of equivalent pay.

## Section 3.25 Weapons

Weapons are defined to include all legal or illegal firearms, switchblade knives, or any other object modified to serve as a weapon or has the primary purpose of serving as a weapon.

## Section 3.26 Workweek

A workweek is seven consecutive 24-hour periods. For most employees the workweek will run from Sunday through the following Saturday. With the approval of the city administrator, departments may establish a different workweek based on coverage and service delivery needs (e.g., police department, fire department, parks and recreation department).

# Article IV. EMPLOYEE RECRUITMENT & SELECTION

## Section 4.01 Scope

The city administrator or a designee will manage the hiring process for positions within the city. While the hiring process may be coordinated by staff, the City Council is responsible for the final hiring decision and must approve all hires to city employment. All hires will be made according to merit and fitness related to the position being filled.

## Section 4.02 Features of the Recruitment System

The city administrator or designee will determine if a vacancy will be filled through an open recruitment or by promotion, transfer, or some other method. This determination will be made on a case-by-case basis. The majority of position vacancies will be filled through an open recruitment process.

Application for employment will generally be made online or by application forms provided by the city. Other materials in lieu of a formal application may be accepted in certain recruitment situations as determined by the city administrator or designee. Supplemental questionnaires may be required in certain situations. All candidates must complete and submit the required application materials by the posted deadline, in order to be considered for the position. The deadline for application may be extended by the city administrator. Unsolicited applications will not be kept on file.

Position vacancies may be filled on an “acting” basis as needed. The City Council will approve all acting appointments. Pay rate adjustments, if any, will be determined by the City Council.

## Section 4.03 Testing and Examinations

Applicant qualifications will be evaluated in one or more of the following ways: training and experience rating; written test; oral test or interview; performance or demonstrative test; physical agility test; or another appropriate job-related exam. For example:

* Keyboarding exercises for data entry positions.
* Writing exercises for positions requiring writing as part of the job duties.
* “In-basket” exercise for an administrative support position (sets up real-life scenarios and items likely to be given to the position for action and asks the candidate to list and prioritize the steps they would take to complete the tasks).
* Mock presentation to the City Council for a planning director position, for example.
* Scenarios of situations police officers are likely to encounter on the job testing the candidate’s decision-making skills (can be role played or multiple-choice questions).

Internal recruitments will be open to any city employee who: (1) has successfully completed the initial training/probationary period; (2) meets the minimum qualifications for the vacant position; and (3) currently is and for the past year has been in good standing with the city.

The City Council or designee will establish minimum qualifications for each position with input from the appropriate supervisor. To be eligible to participate in the selection process, a candidate must meet the minimum qualifications.

Optional additional wording: If you have any questions about whether your qualifications might meet the established minimums, contact the HR department to ask. In many cases the city will consider alternative experience if it is substantially equivalent to the qualification being required.

 ***Note:*** If the city employs commercial motor vehicle drivers subject to DOT pre-employment drug and alcohol testing rules and/or if it is interested in conducting Non-DOT pre-employment testing, which is subject to special rules and restrictions under Minnesota law, please refer to LMC information memo “[Drug and Alcohol Testing Toolkit for the City Workplace](https://www.lmc.org/wp-content/uploads/documents/Drug-and-Alcohol-Testing-Toolkit.pdf)” and its Model Policies on “[DOT Drug and Alcohol Testing for Commercial Drivers](https://www.lmc.org/wp-content/uploads/documents/DOT-Drug-and-Alcohol-Testing.docx)” and “[Non-DOT Drug and Alcohol Testing and the Drug-Free Workplace Act.](https://www.lmc.org/wp-content/uploads/documents/Non-DOT-Drug-Testing-and-Drug-Free-Workplace.docx)”

## Section 4.04 Pre-Employment Medical Exams

The city administrator or designee may determine a pre-employment medical examination, which may include a psychological evaluation, is necessary to determine fitness to perform the essential functions of any city position. Where a medical examination is required, an offer of employment is contingent upon successful completion of the medical exam.

Consistent with the Americans with Disabilities Act (ADA), cities should not make any disability-related inquiries or require medical examinations before an offer of employment has been made. After a conditional job offer is extended, but before the individual starts work, disability-related inquiries and medical examinations are allowed as long as they are done for all individuals in the same job category. For more information, refer to the [EEOC’s Enforcement Guidance: Disability-Related Inquiries and Medical Examinations of Employees under the Americans with Disabilities Act (ADA)](https://www.eeoc.gov/laws/guidance/enforcement-guidance-disability-related-inquiries-and-medical-examinations-employees)

When a pre-employment medical exam is required, it will be required of all candidates who are offered employment for a given job class. The offer of employment will be contingent upon successful completion of the medical exam, and candidates will not be asked to complete the required medical examination until a conditional offer of employment is made. Information obtained from the medical exam will be treated as confidential medical records.

When required, the medical exam will be conducted by a licensed physician designated by the city with the cost of the exam paid by the city. (Psychological/psychiatric exams will be conducted by a licensed psychologist or psychiatrist). The physician will notify the city administrator or designee a candidate either is or isn’t medically able to perform the essential functions of the job, with or without accommodations, and whether the candidate passed a drug and/or alcohol test, if applicable.

If the candidate requires accommodation to perform one or more of the essential functions of the job, the city administrator or designee will confer with the physician and candidate regarding reasonable and acceptable accommodations. If a candidate is rejected for employment based on the results of the medical exam, they will be notified of this determination.

## Section 4.05 Selection Process

The selection process will be a cooperative effort between the city administrator or designee and the hiring supervisor, subject to final hiring approval of the City Council. Any, all, or none of the candidates may be interviewed.

The process for hiring seasonal and temporary employees may be delegated to the appropriate supervisor with each hire subject to final City Council approval. Except where prohibited by law, seasonal and temporary employees may be terminated by the supervisor at any time, subject to City Council approval.

The city has the right to make the final hiring decision based on qualifications, abilities, experience and city of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ needs.

## Section 4.06 Background Checks

All finalists for employment with the city will be subject to a background check to confirm information submitted as part of application materials and to assist in determining the candidate’s suitability for the position. Except where already defined by state law, the city administrator will determine the level of background check to be conducted based on the position being filled.

The League recommends cities conduct at least a basic background check on all new hires. Cities that have skipped this step in the hiring process often end up wishing they had invested the time and effort to conduct a thorough background check. For additional information see <https://www.lmc.org/wp-content/uploads/documents/HRRM-Hiring.pdf>

Conducting background checks, including social media checks, before extending a conditional job offer has the potential to result in the city inadvertently discovering sensitive information about the candidate (i.e. medical data) that should not be considered in the decision-making process.

*Optional language might include:*

All offers of employment with the city are conditional upon successful completion of a background check. Performing the background check is used to verify information submitted as part of application materials and to assist in determining the candidate’s suitability for the position. Except where already defined by state law, the city administrator will determine the level of background check to be conducted based on the position being filled.



For situations where a city is considering excluding a candidate from the recruitment process due to background checks including criminal histories, please consult your legal counsel on how to apply the “Individualized Assessment” outlined in the [EEOC’s Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions under Title VII of the Civil Rights Act](https://www.eeoc.gov/laws/guidance/enforcement-guidance-consideration-arrest-and-conviction-records-employment-decisions#VB9).

## Section 4.07 Training/Probationary Period

The training/probationary period is an integral part of the selection process and will be used for the purpose of closely observing the employee’s work and for training the employee in work expectations.

Training periods apply to new hires, transfers, promotions, and rehires. Training periods are twelve months in duration, but may be extended by, for example, an unpaid leave of absence.

# Article V. ORGANIZATION

## Section 5.01 Job Descriptions

The city will maintain job descriptions for each regular position. New positions will be developed as needed but must be approved by the City Council prior to the position being filled.

A job description is prepared for each position within the city. Each job description will include: position title, department, supervisor’s title, FLSA status (exempt or non-exempt), primary objective of the position, essential functions of the position, examples of performance criteria, minimum requirements, desirable training and experience, supervisory responsibilities (if any), and extent of supervisory direction or guidance provided to position. In addition, job descriptions may also describe the benefits offered and potential career path opportunities as a means to entice a qualified pool of applicants. Good attendance and compliance with work rules and policies are essential functions of all city positions.

Prior to posting a vacant position the existing job description is reviewed by the city administrator or designee and the hiring supervisor to ensure the job description is an accurate reflection of the position and the stated job qualifications do not present artificial barriers to employment.

A current job description is provided to each new employee. Supervisors are responsible for revising job descriptions as necessary to ensure the position’s duties and responsibilities are accurately reflected. All revisions are reviewed and must be approved by the city administrator.

## Section 5.02 Assigning and Scheduling Work

Assignment of work duties and scheduling work is the responsibility of the supervisor subject to the approval of the city administrator.

## Section 5.03 Job Descriptions and Classifications

Assignment of job titles, establishment of minimum qualifications, and the maintenance of job descriptions and related records is the responsibility of the city administrator.

## Section 5.04 Layoff

In the event it becomes necessary to reduce personnel, temporary employees and those serving a probationary period in affected job classes will be terminated from employment with the city before other employees in those job classes. Within these groups, the selection of employees to be retained will be based on merit and ability as determined by the city administrator, subject to approval of the City Council. When all other considerations are equal, the principle of seniority will apply in layoffs and recall from layoffs.

Employees covered by a collective bargaining agreement may be subject to a different procedure and should refer to the language in the respective collective bargaining agreement.

**Alternative wording: The city administrator will make decisions about layoffs based on the city’s needs and on the performance, knowledge, skills, and abilities of employees first, and seniority will be used as a secondary consideration. The city administrator will submit a list of employees to be laid off to the City Council for final approval.

**Note language to attract/retain workforce 2025: The “alternative language” above is designed to appeal more to help attract and retain workforce 2025 employees, who generally see performance as a more legitimate basis for determining layoffs.

However, the city is likely not able to use this criterion with unionized employees because the union contract will generally specify seniority as the primary factor for layoffs. In addition, seniority-based decisions are easier to defend if the city is sued.

If the city decides to use the alternative language, it should be prepared to implement a system that can be defended in a possible lawsuit or legal proceeding.

# Article VI. HOURS OF WORK

## Section 6.01 Work Hours

Employee work schedules and opportunities to work remotely will be established by supervisors with the approval of the city administrator. The regular workweek for employees is five eight-hour days in addition to a lunch period, Monday through Friday, except as otherwise approved by the city administrator in accordance with the customs and needs of the individual departments.

**Optional additional wording: Part-time, seasonal, and temporary positions:

In order to comply with law while avoiding penalties, part-time employees will be scheduled with business needs and in a manner that ensures positions retain part-time status as intended.

Effective DATE, YEAR, employees in part-time and temporary positions will not be permitted to work more than 28 hours/week, including hours worked and paid leave (such as annual leave or holiday leave). All shifts, including schedule trades or picked-up shifts, must be pre-approved by supervisor. Unpaid furloughs may be imposed on employees who exceed 28 hours/week. Working a shift without prior approval may result in discipline, up to and including termination of employment. In some rare instances, a part-time, seasonal, or temporary employee may be offered health insurance in order to comply with federal health care reform laws and regulations.

## Section 6.02 Core Hours

To ensure employee availability and accountability to the public the city serves, all full-time employees (exempt and non-exempt) are to be at work or available to the public and co-workers during the hours of 9 a.m. to 3:30 p.m., Monday through Friday, unless away from the work site for a work-related activity or on approved leave.

## Section 6.03 Meal Breaks and Rest Periods

A paid fifteen-minute break is allowed within each four consecutive hours of work. An unpaid thirty-minute lunch period is provided when an employee works eight or more consecutive hours. Employees are expected to use these breaks as intended and will not be permitted to adjust work start time, end time, or lunch time by saving these breaks. The lunch period will be paid in instances where an employee is not completely relieved of work duties.

Employees working in city buildings will normally take their break at the place provided for that purpose in each building. Employees working out-of-doors will normally take their break at the location of their work.

Employees whose duties involve traveling throughout the city may stop along the assigned route at a restaurant or other public accommodation for their fifteen-minute break. Exceptions must be approved by the supervisor or city administrator.

Departments with unique job or coverage requirements may have additional rules, issued by the supervisor and subject to approval of the city administrator, on the use of meal breaks and rest periods.

## Section 6.04 Adverse Weather Conditions

City facilities will generally be open during adverse weather. Due to individual circumstances, each employee will have to evaluate the weather and road conditions in deciding to report to work (or leave early). Employees not reporting to work for reasons of personal safety will not normally have their pay reduced as a result of this absence. Employees will be allowed to use accrued vacation time or compensatory time, or with supervisor approval, may modify the work schedule or make other reasonable schedule adjustments.

**With respect to exempt employees, cities must comply with the salary basis rule under the federal Fair Labor Standards Act (FLSA). Generally speaking, unless an exception applies, cities should not apply deductions to exempt employees’ salary for partial day absences, including absences related to the closure of city facilities due to inclement weather. Cities should work closely with their city attorney before applying deductions to exempt employees’ salary.

In the event the city closes due to weather or other public emergency, see Article XII: Leaves of Absence section 12.01 for Earned Sick and Safe Leave.

Sworn police officers and public works maintenance employees will generally be required to report to work regardless of conditions. See Article XII: Leaves of Absence, section 12.01 for more information on the Earned Sick and Safe Time weather event exception.

Decisions to cancel departmental programs (special events, recreation programs, etc.) will be made by the respective supervisor or the city administrator.

# Article VII. COMPENSATION

Full-time employees of the city will be compensated according to schedules adopted by the City Council. Unless approved by the Council, employees will not receive any amount from the city in addition to the pay authorized for the positions to which they have been appointed. Expense reimbursement or travel expenses may be authorized in addition to regular pay.

Compensation for seasonal and temporary employees will be set by the City Council at the time of hire, or on an annual basis.

Under the Minnesota Wage Disclosure Protection Law, employees have the right to tell any person the amount of their own wages. While the Minnesota Government Data Practices Act (Minn. Stat. §13.43), specifically lists an employee’s actual gross salary and salary range as public personnel data, Minnesota law also requires wage disclosure protection rights and remedies to be included in employer personnel handbooks. To that end, and in accordance with Minn. Stat. §181.172, employers may not:

* Require nondisclosure by an employee of his or her wages as a condition of employment.
* Require an employee to sign a waiver or other document which purports to deny an employee the right to disclose the employee’s wages.
* Take any adverse employment action against an employee for disclosing the employee’s own wages or discussing another employee’s wages which have been disclosed voluntarily.
* Retaliate against an employee for asserting rights or remedies under Minn. Stat. §181.172, subd. 3.

The city cannot retaliate, discipline, penalize, interfere with, or otherwise retaliate or discriminate against an employee for disclosing their own wages. An employee’s remedies under the Wage Disclosure Protection Law are to bring a civil action against the city and/or file a complaint with the Minnesota Department of Labor and Industry at (651) 284-5075 or (800) 342-5354.

# Article VIII. PAYCHECKS OR DIRECT DEPOSIT (select one or the other)

## Section 8.01 Paychecks

Paychecks will not be given to anyone other than the person for whom they were prepared, unless the person has a note signed by the employee authorizing the city to give the other person the check. Checks will be given to the spouse, or another appropriate immediate family member, in the case of a deceased employee.

Employees are responsible for notifying \_\_\_\_\_\_\_\_\_\_ of any change in status, including changes in address, phone number, names of beneficiaries, marital status, etc.

 Alternative wording: Paychecks will be distributed every two weeks/weekly/monthly. Distribution of paychecks to city employees is to be accomplished in a timely manner using accurate, consistent procedures.

 Alternative wording: When paydays fall on a holiday, checks are normally issued the day before the holiday.

## Section 8.02 Direct Deposit

As provided for in Minnesota law, all employees are required to participate in direct deposit. Employees are responsible for notifying the city administrator of any change in status, including changes in address, phone number, names of beneficiaries, marital status, etc.

## Section 8.03 Improper Deduction and Overpayment Policy

If an employee believes that an improper deduction or overpayment, or another type of error, has been made, they should immediately contact their supervisor. If the city determines it has made an improper deduction from a paycheck, it will reimburse the employee for the improper amount deducted and take good faith measures to prevent improper deductions from being made in the future.

In cases of improper overpayments, employees are required to promptly repay the city in the amount of the overpayment. The employee can write a personal check or authorize a reduction in pay to cover the repayment. The city will not reduce an employee’s pay without written authorization by the employee. Once the overpayment has been recovered in full, the employee’s year to date earnings and taxes will be adjusted (so that the year’s Form W-2 is correct) and the paying department will receive the corresponding credit. When an overpayment occurs, the repayment must be made within the same tax year.

In the exceptional situation where the overpayment occurs in one tax year and is not discovered until the next year, the overpayment must be repaid in the year it is discovered, but there will be additional steps and paperwork required.

Any overpayments not repaid in full within the calendar year of the overpayment are considered “prior year overpayments” and the employee must repay not only for the net amount of the overpayment, but also the federal and state taxes the city has paid on their behalf. The city is able to recover the overpaid Social Security and Medicare taxes. Accordingly, the city will not require the employee to repay those taxes provided the employee provides a written statement that they will not request a refund of the taxes. The overpayment amount will remain taxable in the year of the overpayment since the employee had access to the funds. The employee is not entitled to file an amended tax return for the year but may be entitled to a deduction or credit with respect to the repayment in the year of repayment. Employees should contact their tax advisors for additional information.

## Section 8.04 Time Reporting

Full-time, Non-exempt employees are expected to work the number of hours per week as established for their position. In most cases, this will be 40 hours per workweek. Non-exempt employees will be paid according to the time reported on their time sheets.

To comply with the provisions of the federal and state Fair Labor Standards Acts, hours worked, and any leave time used by non-exempt employees are to be recorded daily and submitted to payroll on a bi-weekly basis.

Each time reporting form must include the signature of the employee and immediate supervisor. Reporting false information on a time sheet may be cause for immediate termination.

## Section 8.05 Overtime / Compensatory Time

The city of \_\_\_\_\_\_\_\_\_\_ has established this overtime policy to comply with applicable state and federal laws governing accrual and use of overtime. The city administrator will determine whether each employee is designated as “exempt” or “non-exempt” from earning overtime.

In general, employees in executive, administrative, and professional job classes are exempt; all others are non-exempt.

## Section 8.06 Non-Exempt (Overtime-Eligible) Employees

All overtime-eligible employees will be compensated at the rate of time-and-one-half for all hours worked over 40 in one workweek. Vacation, sick leave, and paid holidays do not count toward “hours worked.” Compensation will take the form of either time-and-one-half pay or compensatory time. Compensatory time is paid time off at the rate of one-and-one-half hours off for each hour of overtime worked.

For most employees the workweek begins at midnight on Sunday and runs until the following Saturday night at 11:59 p.m. Supervisors may establish a different workweek based on the needs of the department, subject to the approval of the city administrator.

The employee’s supervisor must approve overtime hours in advance. An employee who works overtime without prior approval will be paid accordingly but may be subject to disciplinary action.

Overtime earned will be paid at the rate of time-and-one-half on the next regularly scheduled payroll date.

** To avoid constructive receipt implications, consider the following language options:

[However, the employee may make an irrevocable election prior to the beginning of a year to have all overtime earned in the year to be recorded as compensatory time in lieu of payment]. [However, the employee may make an election prior to working the overtime hours to have future overtime earned to be recorded as compensatory time in lieu of payment. Such an election is irrevocable with respect to overtime hours worked but may be changed for future overtime hours]. [However, the employee may indicate on his/her timesheet that the overtime earned is to be recorded as compensatory time in lieu of payment. In this case, all compensatory earned during a year will be paid to the hourly by the end of the year at the hour pay rate the employee is earning at that time].

The maximum compensatory time accumulation for any employee is 40 hours per year. Once an employee has earned 40 hours of compensatory time in a calendar year, no further compensatory time may accrue in that calendar year. All further overtime will be paid. Employees may request and use compensatory time off in the same manner as other leave requests.

All compensatory time will be marked as such on official time sheets, both when it is earned and when it is used.

 For cities without any elective cash outs of accrued comp. time, could consider the following language:

The Finance Department will maintain compensatory time records. All compensatory time accrued will be paid when the employee leaves city employment at the hourly pay rate the employee is earning at that time.

## Section 8.07 Exempt (Non-Overtime-Eligible) Employees

Exempt employees are expected to work the hours necessary to meet the performance expectations outlined by their supervisors.

Generally, to meet these expectations, and for reasons of public accountability, an exempt employee will need to work 40 or more hours per week. Exempt employees do not receive extra pay for the hours worked over 40 in one workweek.

 Please note there is an accompanying section labeled “Leave Policy for Exempt Employees” a city may want to consider including to help address time reporting issues for Exempt employees.

Exempt employees are paid on a salary basis. This means they receive a predetermined amount of pay each pay period and are not paid by the hour. Their pay does not vary based on the quality or quantity of work performed, and they receive their full weekly salary for any week in which any work is performed.

The city of \_\_\_\_\_\_\_\_\_\_ will only make deductions from the weekly salary of an exempt employee in the following situations:

* The employee is in a position that does not earn vacation or personal leave and is absent for a day or more for personal reasons other than sickness or accident.
* To offset compensation received for military pay. If an employee works part of the week in military service, the city still must pay the entire week salary to the employee, but the city could offset the amount of the military pay for the week against the employee’s salary.
* The employee is in a position that earns sick leave, ESST, receives a short-term disability benefit or workers’ compensation wage loss benefits, and is absent for a full day due to sickness or disability, but they are either not yet qualified to use the paid leave or they have exhausted all of their paid leave.
* The employee is absent for a full work week and, for whatever reason, the absence is not charged to paid leave (for example, a situation where the employee has exhausted all of their paid leave or a situation where the employee does not earn paid leave).
* The very first workweek or the very last workweek of employment with the city in which the employee does not work a full week. In this case, the city will prorate the employee’s salary based on the time actually worked.
* The employee is in a position that earns paid leave and is absent for one or more full days due to personal reasons, illness, or injury, but:
  + Paid leave has not been requested or has been denied.
  + Paid leave is exhausted.
  + The employee has specifically requested unpaid leave.
* The employee is suspended without pay for a full day or more for disciplinary reasons for violations of any written policy that is applied to all employees.
* The employee takes unpaid leave under the FMLA.
* The city of \_\_\_\_\_\_\_\_\_\_\_may, for budgetary reasons, implement a voluntary or involuntary unpaid leave program and, under this program, make deductions from the weekly salary of an exempt employee. In this case, the employee will be treated as non-exempt for any workweek in which the budget-related deductions are made.

The city of \_\_\_\_\_\_\_\_\_\_ will not make deductions from pay due to exempt employees being absent for jury duty or attendance as a witness but will require the employee to pay back to the city any amounts received by the employee as jury fees or witness fees.

If the city inadvertently makes an improper deduction to the weekly salary of an exempt employee, the city will reimburse the employee and make appropriate changes to comply in the future. If an employee thinks that a wage deduction was made in error, please contact [Human Resources] promptly.

All employees, in all departments, are required to work overtime as requested by their supervisors as a condition of continued employment. Refusal to work overtime may result in disciplinary action. Supervisors will make reasonable efforts to balance the personal needs of their employees when assigning overtime work.

## Section 8.08 Leave Policy for Exempt Employees

Exempt employees are required to work the number of hours necessary to fulfill their responsibilities including evening meetings and/or on-call hours.

The normal hours of business for exempt staff are Monday through Friday, 8 a.m. to 5 p.m., plus evening meetings as necessary.

 While a city certainly has discretion on how to handle Exempt employees’ timesheet reporting, it is a fairly common practice to not require leave for less than four-hour absence:

Exempt employees are required to use paid leave when on personal business or away from the office for four hours or more, on a given day. Absences of less than four hours do not require use of paid leave as it is presumed that the staff member regularly puts in work hours above and beyond the normal 8 a.m. to 5 p.m. Monday through Friday requirement. Exempt employees must communicate their absence to the city administrator or their designee.

If one of the above employees is regularly absent from work under this policy and it is found there is excessive time away from work that is not justified, the situation will be handled as a performance issue.

If it appears that less than forty hours per week is needed to fulfill the position’s responsibilities, the position will be reviewed to determine whether a part-time position will meet the needs of the city. Additional notification and approval requirements may be adopted by the city administrator for specific situations as determined necessary.

# Article IX. PERFORMANCE REVIEWS

An objective performance review system will be established by the city administrator or designee for the purpose of periodically evaluating the performance of city employees.

The quality of an employee’s past performance will be considered in personnel decisions such as promotions, transfers, demotions, terminations and, where applicable, salary adjustments.

Performance reviews will be discussed with the employee. While certain components of a performance evaluation, such as disputed facts reported to be incomplete or inaccurate are challengeable using the city’s grievance process, other performance evaluation data, including subjective assessments, are not. For those parts of the performance evaluation system deemed not challengeable, an employee may submit a written response, which will be attached to the performance review. Performance reviews are to be scheduled on a regular basis, at least annually. The form, with all required signatures, will be retained as part of the employee’s personnel file.

During the training/probationary period, informal performance meetings should occur frequently between the supervisor and the employee. Conducting these informal performance meetings provides both the supervisor and the employee the opportunity to discuss what is expected, what is going well and what needs improvement.

Signing of the performance review document by the employee acknowledges the review has been discussed with the supervisor and does not necessarily constitute agreement. Failure to sign the document by the employee will not delay processing.

# Article X. BENEFITS

## Section 10.01 Health, Dental, Life Insurance

The city will contribute a monthly amount toward group health, dental, and life insurance benefits for each eligible employee and their dependents.

 Alternative wording: The city makes a competitive monthly contribution toward group health, dental, and life insurance benefits. As an employee of the city of \_\_\_\_\_\_\_, employee received regular pay for their services employees provide. The other part of the city’s total compensation is the value or benefits available to you and, if applicable, your family. Your medical [could also list other insurance benefits here] insurance is a key part of your total compensation.

 Note on language to attract/retain workforce 2025: Cities should highlight the value proposition of public benefits as part of the individual’s overall compensation plan.

Employees in the workforce now share their compensation with peers in a much more open way. Public benefits often add great value and can be used to attract and retain them. Their value should be clear as part of the formal job offer process.

 Optional additional wording: In accordance with federal health care reform laws and regulations, while avoiding penalties, the city will offer health insurance benefits to eligible employees and their dependents that work on average or are expected to work 30 or more hours per week or the equivalent of 130 hours or more per month. The amount to be contributed and the type of coverage will be determined annually by the City Council.

For information about coverage and eligibility requirements, employees should refer to the summary plan description or contact \_\_\_\_\_\_\_\_\_\_.

## Section 10.02 Retirement/PERA

The city participates in the Public Employees Retirement Association (PERA) to provide pension benefits for its eligible employees to help plan for a successful and secure retirement. Participation in PERA is mandatory for most employees, and contributions into PERA begin immediately.

The city and the employee contribute to PERA each pay period as determined by state law. Most employees are also required to contribute a portion of each paycheck for Social Security and Medicare (the city matches the employee’s Social Security and Medicare withholding for many employees). For information about PERA eligibility and contribution requirements, contact \_\_\_\_\_\_\_\_\_\_.

## Section 10.03 Tuition Reimbursement

To be considered for tuition reimbursement, the employee must be in good standing and have been employed by the city for at least one year. All requests for tuition reimbursement will be considered on a case-by-case basis by the city administrator, with final approval/disapproval provided by the City Council.

Courses taken for credit at an approved educational institution must meet the following criteria to be approved for reimbursement:

* Courses must be directly related to the employee’s present position (whether required for a degree program or not) OR
* Courses must be directly related to a reasonable promotional opportunity in the same field of work as present position (whether part of a degree program or not).

The city will pay the cost of tuition upon successful completion (C grade or better; “pass” in a pass/fail course) of the approved course. Reimbursements will be prorated for part-time employees. The maximum reimbursement per course will be based on an average course cost at the University of Minnesota. Employees may elect to attend a more costly school provided they pay the difference in cost. Employees must reimburse the city if they voluntarily leave employment within twelve months of receiving tuition reimbursement from the city.

Tuition reimbursement for an individual employee will not exceed $\_\_\_\_\_\_\_\_\_\_ per year.

# Article XI. HOLIDAYS

The city observes the following official state holidays for all regular full-time and part-time employees:

New Year’s Day Indigenous Peoples’ Day

Martin Luther King, Jr. Day Labor Day

Presidents Day Veterans Day

Memorial Day Thanksgiving Day

Juneteenth Friday after Thanksgiving

Independence Day Christmas Day

*Cities have the option of determining whether Indigenous Peoples’ Day and the Friday after Thanksgiving shall be observed city holidays. Where it is determined that Indigenous Peoples’ Day or the Friday after Thanksgiving is not a city observed holiday, then public business may be conducted on those days.*

Official holidays commence at the beginning of the first shift of the day on which the holiday is observed and continue for twenty-four hours thereafter.

When a holiday falls on a Sunday, the following Monday will be the “observed” holiday and when a holiday falls on a Saturday, the preceding Friday will be the “observed” holiday for city operations/facilities closed on holidays.

Full-time employees will receive pay for official holidays at their normal straight time pay rates, provided they are on paid status on the last scheduled day prior to the holiday and first scheduled day immediately after the holiday. Part-time employees will receive prorated holiday pay based on the number of hours normally scheduled. Any employee on a leave of absence without pay from the city is not eligible for holiday pay.

Premium pay of 1.5 times the regular hourly wage for employees required to work on a holiday will be for hours worked on the “actual” holiday as opposed to the “observed” holiday.

 To promote workplace inclusion efforts by recognizing employees’ varied and religious and cultural backgrounds, some organizations are moving towards additional flexibility with wording such as:

“Employees wanting to observe holidays, traditions and observances other than those officially observed by the city, may request to trade out up to three holidays in the list above with ‘personal holidays’ to celebrate dates meaningful to the employee. Approval of these requests are dependent upon the employees’ duties and the feasibility of the employee working on the official city holiday. The up to three floating holidays must be used as close as possible to the official observance by the employee but must be used within one week of the official date. Floating holidays require advance notice. Ideally, at least a month in advance, but at least two weeks ahead of the observance. Employees will not be eligible for premium pay when working any city observed holidays the employee has requested to exchange for personal holidays off from work.”

# Article XII. LEAVES OF ABSENCE

Depending upon an employee’s situation, more than one form of leave may apply during the same period of time (e.g., the Family and Medical Leave Act is likely to apply during a workers’ compensation absence). An employee will need to meet the requirements of each form of leave separately. Leave requests will be evaluated on a case-by-case basis.

Except as otherwise stated, all paid time off, taken under any of the city’s leave programs, must be taken consecutively, with no intervening unpaid leave. The city will provide employees with time away from work as required by state or federal statutes, if there are requirements for such time off that are not described in the personnel policies.

## **Section 12.01 Sick Leave/Earned Sick and Safe Time (ESST) Leave**

## ***Effective January 1, 2024, Earned Sick and Safe Time (ESST) is a requirement for all MN employers with one or more employees to provide paid leave benefits as described below to all eligible employees. Employers may choose to allow employees to accrue more than the maximum hours provided below but are not required to do so.*** ***Cities providing 2024 Earned Sick and Safe Time to employees under a paid time off policy that may be used for the same purpose and under the same conditions that meets or exceeds the minimum standards of this policy, were not required to provide additional earned sick and safe time. Thus, MN 2024 Earned Sick and Safe Time did not preempt local paid sick leave city ordinances that meets or exceeds the minimum standards under the ESST law. However, because city ordinances and leave policies vary, attention to the details of Minnesota law is important. To that end, some organizations may find it helpful to make a side-by-side comparison of their existing sick leave policies with this model language to more readily discern where enhancements to policies*** *are* ***required, and where city policies are richer than state law.***

## ***The legislature amended the ESST law during the 2024 legislative session. While not a complete list of the legislative updates, there are a few significant changes to note:***

## ***A few specific positions were excluded, such as elected officials, or a person appointed to fill a vacancy in an elected office; volunteer firefighters; paid on-call firefighters; volunteer ambulance attendants; and paid on-call ambulance service personnel.***

## ***The legislature established a limited weather-event exception for select positions required to respond to public emergencies or weather events, provided the exception is explicitly adopted and unambiguously referenced in the collective bargaining agreement or memorandum of understanding with the union and in the personnel policy for non-union employees.***

## ***Beginning January 1, 2025, the legislature expanded the application of ESST requirements to all paid time off or other paid leave made available to an employee for absences due to personal illness or injury in excess of the minimum required ESST amount.***

## ***All cities are required to adopt a compliant ESST policy. There is not necessarily a one-size-fits-all policy, as there are many variations of policies to consider depending on your city’s approach to leave benefits. For purposes of this model template, we are referencing Option B.***

## ***Below is a non-exhaustive summary of three different approaches to leave benefits:***

## 

**Vacation**

**ESST**

**Sick**

## **Option A: Sick Leave + ESST Leave + Vacation**

## When the ESST law went into effect, many cities chose to create a separate ESST leave bank in addition to their existing sick leave. This was often advantageous because it reduced the amount of leave subject to the ESST law’s anti-retaliation provisions and it allowed cities to better monitor employees’ use of the large sick leave banks by continuing to use the more traditional sick leave notice and documentation requirements.

## Effective January 1, 2025, the ESST law’s protections will extend to the city’s sick leave policy, except for the accrual provisions under Minn. Stat. § 181.9446, even if the city provides a separate compliant ESST bank. Effectively, this means the large sick leave banks will be subject to the ESST law’s anti-retaliation protections, expanded definitions of covered family members and uses of leave, and prohibitions on requesting employees to find replacement workers. These large sick leave balances will also be subject to the ESST law’s notice and documentation standards unless the city has adopted one of the few alternatives outlined in Minn. Stat. § 181.9448.

## Cities currently utilizing this option may wish to consider moving toward Option B to comply with the January 1, 2025, requirements.

## 

**Vacation**

**Sick/ESST**

## **Option B: Sick leave/ESST leave + Vacation**

## With this option, the city provides one bank of leave for sick/ESST leave and a separate bank of leave for vacation. In this example, the entire sick leave bank follows the ESST law.

## With the expansion of ESST on January 1, 2025, cities should consult with the city attorney regarding the potential application of ESST law to vacation leave, especially if the city has a policy or practice of allowing employees to use vacation leave for absences related to personal illness or injury in instances where the employee has exhausted their sick leave.

## 

**PTO**

## **Option C: Paid Time Off (PTO)**

## With this option, the city simply has one Paid Time Off (PTO) policy for all leave that complies with the minimum requirements of the ESST law.

“Earned Sick and Safe Time” (“ESST”) is paid time off for eligible uses outlined in this policy as required by Minnesota’s Earned Sick and Safe Time law, including but not limited to an employee’s mental or physical illness, injury, or other health condition. Employees will earn ESST as prescribed in this policy, provided that all employees will earn at least one hour of ESST for every 30 hours worked by an employee, up to a maximum of 48 hours of ESST per year. The base rate of ESST is the same hourly rate an employee earns from employment with the city. This specific leave applies to all employees (including temporary and part-time employees) anticipated to perform work for at least 80 hours in a year for the city.

The following positions are not eligible for leave under this policy:

1. Volunteer firefighter or paid on-call firefighter;

2. Volunteer ambulance attendant as defined in Minn. Stat. § 144E.001, subdivision 15;

3. On-call ambulance service personnel as defined in Minn. Stat. § 144E.001, subdivision 3a;

4. Elected officials or a person who is appointed to fill a vacancy in an elected office.

 *The city will need to clearly define in the policy how the 12-month period is calculated* *whether that be for example, a calendar year, the city’s fiscal year or 12-months based on an employee’s work anniversary.*

*With the 2024 legislative changes, cities are no longer required to include accrued and used ESST leave on earning statements. Instead, cities must comply with the record keeping requirements outlined in Minn. Stat. § 181.9447, Subd. 10. For cities that wish to continue to list ESST leave on earning statements, visit* [*LMC’s Paycheck Memo*](https://www.lmc.org/wp-content/uploads/documents/Paychecks.pdf) *for additional guidance.*

### (a) Earned Sick and Safe Time Use

The leave may be used as it is accrued in the same increment of time for which employees are paid *(as long as the amount is not more than four hours)* for the following circumstances:

1. An employee’s own:
   * Mental or physical illness, injury or other health condition
   * Need for medical diagnosis, care or treatment, of a mental or physical illness

injury or health condition

* + Need for preventive medical or health care, or
  + Need to make arrangements for or attend funeral services or a memorial, or address financial or legal matters that arise after the death of a family member

1. Care of a family member:
   * With mental or physical illness, injury or other health condition
   * Who needs medical diagnosis, care or treatment of a mental or physical illness, injury or other health condition, or
   * Who needs preventative medical or health care
2. Absence due to domestic abuse, sexual assault or stalking of the employee or employee’s family member provided the absence is to:

* Seek medical attention related to physical or psychological injury or disability caused by domestic abuse, sexual assault, or stalking
* Obtain services from a victim services organization
* Obtain psychological or other counseling
* Seek relocation or take steps to secure an existing home due to domestic abuse, sexual assault or stalking
* Seek legal advice or take legal action, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from domestic abuse, sexual assault, or stalking

1. Closure of the employee's place of business due to weather or other public emergency or an employee’s need to care for a family member whose school or place of care has been closed due to weather or other public emergency
2. The employee's inability to work or telework because the employee is prohibited from working by the city due to health concerns related to the potential transmission of a communicable illness related to a public emergency, or seeking or awaiting the results of a diagnostic test for, or a medical diagnosis of, a communicable disease related to a public emergency and the employee has been exposed to a communicable disease or the city has requested a test or diagnosis.
3. When it has been determined by health authorities or a health care professional that the presence of the employee or family member in the community would jeopardize the health of others because of the exposure of the employee or family member of the employee to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease.

*OPTIONAL Weather Event Exception for Select Non-Union Positions:*

*[Consistent with Minnesota Statute § 181.9447, Subd. 12, (insert one or all of the positions from the statute: firefighters; licensed peace officers; 911 telecommunicators; correctional facility guards; or employees holding a commercial driver’s license) must be ready and available to respond to public emergencies or weather events, and therefore may* ***not*** *use ESST for the “closure of the employee’s place of business due to weather or other public emergency or an employee’s need to care for a family member whose school or place of care has been closed due to weather or other public emergency.”*

*This exception is necessary for these positions because they have preassigned or foreseeable work duties requiring their response to the public emergency or weather event to ensure the city maintains minimum staffing requirements to provide essential public services].*

 The weather event exception is optional and must be narrowly tailored to align with the conditions outlined in Minn. Stat. § 181.9447, Subd. 12. For union employees, this exception must be collectively bargained for in either a Memorandum of Understanding or Collective Bargaining Agreement.

### (b) For Earned Sick and Safe Time purposes, family member includes an employee’s:

1. Spouse or registered domestic partner
2. Child, foster child, adult child, legal ward, child for whom the employee is legal guardian, or child to whom the employee stands or stood in loco parentis
3. Sibling, step sibling or foster sibling
4. Biological, adoptive or foster parent, stepparent or a person who stood in loco parentis when the employee was a minor child
5. Grandchild, foster grandchild or step grandchild
6. Grandparent or step grandparent
7. A child of a sibling of the employee
8. A sibling of the parent of the employee or
9. A child-in-law or sibling-in-law
10. Any of the above family members of a spouse or registered domestic partner
11. Any other individual related by blood or whose close association with the employee is the equivalent of a family relationship
12. Up to one individual annually designated by the employee

### (c) Advance Notice for use of Earned Sick and Safe Time

With respect to ESST accrued on or after January 1, 2024, if the need for the leave is foreseeable, the city requires seven days’ advance notice. However, if the need is unforeseeable, employees must provide notice of the need for ESST as soon as practicable. When an employee uses ESST for more than three consecutive scheduled work days, the city may require appropriate supporting documentation (such as medical documentation supporting medical leave, court records or related documentation to support safety leave). However, if the employee or employee's family member did not receive services from a health care professional, or if documentation cannot be obtained from a health care professional in a reasonable time or without added expense, then reasonable documentation may include a written statement from the employee indicating that the employee is using, or used, ESST for a qualifying purpose. The city will not require an employee to disclose details related to domestic abuse, sexual assault, or stalking or the details of the employee’s or the employee’s family member’s medical condition. In accordance with state law, the city will not require an employee using ESST to find a replacement worker to cover the hours the employee will be absent.

 For leave accrued prior to January 1, 2024, Employers may exercise the option to apply the notice and documentation requirements in the city’s applicable policy or collective bargaining agreement as of December 31, 2023, in lieu of the ESST notice and documentation provisions. Cities should consult with their city attorney regarding the applicability of this option to union employees. Practically speaking, however, administering different notice and documentation requirements may create additional inefficiencies for the city, especially if the city does not have the capability to isolate the amount of leave accrued before January 1, 2024, from leave accrued after this date, which must still follow the ESST notice and documentation requirements. There also is an implementation complexity with the multiple leave banks in that employers will want to ensure employees know how to indicate which bank of leave is used prior to January 1, 2024 or after) for an absence. 2024 law changes states employees cannot be required to use the sick leave bank accrued on or after January 1, 2024 before or after the other sick leave bank.

Optional notice language for non-union workers—cities should consult with their city attorney regarding the application of this policy to union workers:

*[For leave accrued before January 1, 2024, employees must comply with the following notice and documentation requirements, which were in place as of December 31, 2023. [Insert notice and documentation requirements from sick leave policy as of December 31, 2023].*

*Employees will not be required to use leave accrued on or after January 1, 2024, before using leave accrued prior to that date.]*

 *State law requires an employer provide notice to all employees regarding Earned Sick and Safe Time rights on January 1, 2024, or at the start of an employee’s employment, whichever is later.* The [*Minnesota Department of Labor’s website*](https://www.dli.mn.gov/sick-leave) *offers a sample employee notice and the required poster can be found* [*here*](https://www.dli.mn.gov/posters)*. In the employee notification and personnel policies, cities will want to be sure to define how their 12-month period is calculated, employee Earned Safe and Sick Time rights, the amount of leave available and how employees may use it, requirements for reasonable notification procedures, and list the prohibitions on retaliation. If a copy of the written policy has not been provided to an employee, an employer shall not deny the use of Earned Sick and Safe Time to the employee on that basis.*

*Employers must maintain the confidentiality of Earned Sick and Safe records, medical certifications, histories, and documents information pertaining to domestic abuse, sexual assault or stalking, and any statement from the employee about the need for leave.  Medical records should be maintained confidentially and apart from personnel files.*

*Employers must comply with the ESST recordkeeping requirements outlined in Minn. Stat. § 181.9447. Among other provisions, cities must preserve the required ESST documentation for a minimum of three years and ensure the documentation is readily accessible by the Commissioner within 72 hours from the Commissioner’s request.*

### (d) Accrual and Carry Over of Earned Sick and Safe Time

*Accrual:*

Employees will accrue one hour of ESST for every 30 hours worked up to a maximum of 48 hours per calendar year.

As long as all employees accrue at least the minimum amount of ESST as required by law, cities may choose to establish accrual rates for different employment classifications (i.e. full-time, part-time, temporary, or seasonal). Optional alternative language might include:

*[Full-time employees will receive 80 hours of ESST available for immediate use each year on January 1. Full-time employees hired after February 1, however, will accrue ESST at a rate of [insert accrual rate] until December 31, and will then be frontloaded 80 hours of ESST the following January 1 and each year thereafter. Part-time, seasonal, or temporary employees as defined in Article III will accrue one hour of ESST for every 30 hours worked up to a maximum of 48 hours per year.]*

*Carry Over Limits:*

Employees are eligible to carry over accrued but unused ESST into the following year, provided the total accrued ESST hours shall not exceed 80 hours at any one time.

*Alternatively, the city may wish to avoid the carry over by providing eligible employees with one of these options:*

* *48 hours of “front loaded” Earned Sick and Safe Time for the year, available for the employee’s immediate use and then pay out any accrued but unused Earned Sick and Safe Time at the end of the year at the employee’s hourly rate of pay, OR*
* *80 hours of Earned Sick and Safe Time for the year, available for the employee’s immediate use, without any pay out to the employee for accrued but unused Earned Sick and Safe Time.*

*Other than a city elected payout as described above, there is no requirement under statute to pay out any accrued but unused accrued Earned Sick and Safe Time.*

### (e) Retaliation prohibited

The city shall not discharge, discipline, penalize, interfere with, or otherwise retaliate or discriminate against an employee for asserting Earned Sick and Safe Time rights, requesting an Earned Sick and Safe Time absence, or pursuing remedies. Further, use of Earned Sick and Safe Time will not be factored into any attendance point system the city may use. Additionally, it is unlawful to report or threaten to report a person or a family member’s immigration status for exercising a right under Earned Sick and Safe Time.

### (f) Benefits and return to work protections

During an employee’s use of Earned Sick and Safe Time absence, an employee will continue to receive the city’s employer insurance contribution as if they were working, and the employee will be responsible for any share of their insurance premiums.

An employee returning from time off using accrued Earned Sick and Safe Time is entitled to return to their city employment at the same rate of pay received when their leave began, plus any automatic pay adjustments that may have occurred during the employee’s time off. Seniority during Earned Sick and Safe Time absences will continue to accrue as if the employee has been continually employed.

When there is a separation from employment with the city and the employee is rehired again within 180 days of separation, previously accrued Earned Sick and Safe Time that had not been used will be reinstated. An employee is entitled to use and accrue Earned Sick and Safe Time at the commencement of reemployment.

## Section 12.02 Vacation Leave

The city believes that vacation is important to the health and well-being of our employees and as such, provides paid vacation for eligible employees for rest and recuperation. Vacation leave is not intended to be used for absences related to personal illness or injury or any of the eligible uses outlined in the Earned Sick and Safe Time policy. However, should an employee use vacation leave for one of the eligible uses outlined in Article VII, Section 12.01, with respect to that particular absence only, the Earned Sick and Safe Time policy will apply.

Vacation Leave Schedule

Years of Service Annual Accrual

? Years ? Days

? Years ? Days

? Years ? Days

? Years ? Days

### Eligibility

Full-time employees will earn vacation leave in accordance with the above schedule.

Part-time employees who work at least 20 hours per week on a regular basis will accrue vacation leave on a prorated basis of the full-time employee schedule.

Part-time employees who work less than 20 hours per week on a regular basis, temporary and seasonal employees will not earn or accrue vacation leave.

 Note on language to attract/retain workforce 2025: The city may want to find a way to monetize the value of vacation time. Public entities typically provide more vacation to their employees than other employers, and workforce 2025 employees generally value their “freedom” or vacation time highly.

### Accrual Rate

For the purpose of determining an employee’s vacation accrual rate, years of service will include all continuous time that the employee has worked at the city (including authorized unpaid leave). Employees who are rehired after terminating city employment will not receive credit for their prior service unless specifically negotiated at the time of hire.

### Earnings and Use

After six months of service, vacation leave may be used as it is earned, subject to approval by the employee’s supervisor. Unless approved by the City Manager/City Administrator, vacation leave will not be earned during an unpaid leave of absence.

An employee will not earn any vacation leave for any pay period unless they are employed by the city on the last scheduled workday of the pay period. Further, vacation leave will stop accruing as of the effective date of termination. Requests for vacation must be received at least forty-eight) hours in advance of the requested time off. This notice may be waived at the discretion of the supervisor and city administrator.

Vacation can be requested in increments as small as one hour up to the total amount of the accrued leave balance. Vacation leave is to be used only by the employee who accumulated it. It cannot be transferred to another employee. Employees may accrue vacation leave up to a maximum of one-and-a-half (1-1/2) times the employee’s annual accrual rate. No vacation will be allowed to accrue in excess of this amount without the approval of the City Council. Vacation leave cannot be converted into cash payments except at termination.

 *In light of the 2021* [*Hall v. City of Plainview Case*](https://casetext.com/case/hall-v-city-of-plainview-1)*, a city will want to review their vacation or PTO separation payment language with their legal counsel prior to adoption to ensure the language is specific and clear regarding when payouts will or will not occur for separating employees. A general disclaimer is insufficient.*

### Vacation Separation Payout

Full-time employees will be paid accrued, unused vacation, earned through the last date of active employment, subject to applicable caps as noted above, (and applicable taxes withheld) following termination of employment. The rate of pay will be the employee’s base rate of pay at the employee’s termination date. Employees have the option of directing those dollars into a 457 deferred compensation plan (subject to IRS maximum deferral regulations and Minnesota law). In the event of the employee’s death, earned, unused vacation time will be paid to the employee’s surviving spouse directly, (if there is not personal representative of the estate appointed) up to statutory limits.

### (e) Unpaid Leave

Unpaid leaves may be approved in accordance with the city personnel policies. Employees must normally use all accrued annual leave prior to taking an unpaid leave.

 *Some cities find it helpful to allow employees to retain some balance of leave before going on unpaid Parenting or Family Medical Leaves. To this end, the wording below provides some sample wording:*

*[If the leave qualifies under Parenting Leave or Family and Medical Leave, the employee may retain a balance of forty hours when going on an unpaid leave. Any exceptions to this policy must be approved by the city administrator.]*

* If a city wishes to address insurance continuation for a non-FMLA unpaid leave, here are some optional language choices to consider:*

*[Employees may continue on the city’s group insurance coverages during the period of unpaid leave but shall be responsible for paying one hundred percent (100%) of the premium costs].*

*OR*

*[An employee on unpaid non-FMLA leave will be offered COBRA and any other legally required benefits continuation.*

*In order to continue your benefits, you will be required to formally elect COBRA/any other legally required continuation coverage in order to stay on the applicable insurance plans. In the calendar month an employee transitions from paid to unpaid leave status, the city will continue full employer contribution toward benefits and the employee will remain responsible for their normal contribution, either through payroll deduction or separate payment to Human Resources. The city will not contribute to insurance costs beginning the first of the following calendar month. The employee may continue to be covered by group medical, dental, and life insurance, under applicable state and federal law and as allowed by the terms of each plan but will be responsible for paying 100% of the premium costs.*

*When you move into unpaid leave status and there is no paycheck, you will be required to submit monthly payments to Human Resources by the 1st day of each month of the leave. If the payment is more than 30 days late, your health and other coverage may be terminated for the remainder of the leave.*

*If you lose coverage or have elected COBRA during your leave, we will reinstate you as an active participant upon your return from leave, according to the terms of each plan.*

*Premium costs shall be pro-rated hourly for any unpaid leave that is less than a full calendar month].*

*OR*

*[Premium costs shall be pro-rated hourly for any unpaid leave that is less than a full calendar month.*

*An employee on unpaid non-FMLA leave will begin eligibility for COBRA coverage if they are on unpaid leave longer than two calendar weeks. In the month an employee transitions from paid to unpaid status, the employee will be responsible for paying the pro-rated portion of their monthly insurance premiums for the time they are on unpaid leave. The city will pro-rate the city contribution toward benefits that month as well. The city will not contribute to insurance costs beginning the first of the month after an unpaid leave begins. The employee may continue to be covered by group medical, dental and life insurance, under applicable state and federal law and as allowed by the terms of each plan but will be responsible for paying 100% of the premium costs.]*

Other Benefits

Benefit accruals, such as vacation and holiday pay benefits, will be suspended at the beginning of the first full month of unpaid leave and will resume upon your return to active employment.

### (f) Annual Leave Conversion

*Note: This section includes three alternative conversion programs that do not result in constructive receipt.*

*Annual leave will be eligible for conversion to a special-pay 457 deferred compensation plan on an hour-for-hour basis (subject to the applicable maximum under the Internal Revenue Code) annually in accordance with the following conditions.*

*Up to 40% of the annual leave balance, not to exceed eighty (80) hours, may be converted each year provided the employee has used at least 30% of his/her annual accrual during the current calendar year and has a balance of at least 176 hours.*

* Note: Under Minn. Stat. §356.24, a city may make only two types of contributions to a 457(b) plan – matching contributions and contributions of accrued leave and severance. With respect to the latter type of contribution, the contribution must be made to a plan that is wholly and solely funded by contributions of leave and severance. A contribution of accrued leave without the option of receiving cash in lieu of the contribution would be treated as an employer contribution under federal law.*

*Although it is not clear, such a contribution likely would also be treated as an employer contribution for purposes of Section 356.24.*

*To ensure the city has authority to make the contribution, it should be made to a special pay 457(b) plan that is funded solely with leave contributions. Also note that the city’s 457(b) plan must authorize these types of contributions (e.g., the plan must define compensation for purposes of deferrals to include accrued leave).*

The minimum balance requirement will be determined as of the first payroll in December and the employee’s election must be received by December 31st. Payment will be based on the employee’s regular hourly rate on December 1.

 *Note: This assumes there is no annual cash out payments of accrued leave in December. An election to contribute cashed out leave to a 457(b) plan must be made in the calendar month preceding the month in which the cash payment is made.*

Conversion to deferred compensation will occur in the second payroll of the following year with specific dates to be determined by accounting each year. Accounting will notify all employees in November of each year as to the dates and conversion options. Regular hourly rate for the purpose of this policy is the employee’s straight time rate not including overtime, pay differentials, out-of-class adjustments or any other additions to regular pay.

Annual leave will be converted to a cash payment on an hour-for-hour basis annually in accordance with the following conditions. Up to 40% of the annual leave balance, not to exceed eighty (80) hours, will be converted to cash each year provided the employee has used at least 30% of his/her annual accrual during the current calendar year and has a balance of at least 176 hours.

 *Note: The amounts and percentages are illustrative. The employer selects the applicable amounts and percentages.*

The minimum balance requirement will be determined as of the first payroll in December. Payment will be based on the employee’s regular hourly rate on December 1.

The converted leave will be paid in the second payroll of the following year with specific dates to be determined by accounting each year.

Regular hourly rate for the purpose of this policy is the employee’s straight time rate not including overtime, pay differentials, out-of-class adjustments or any other additions to regular pay.

Annual leave will be eligible for conversion to cash on an hour-for-hour basis annually subject to the following conditions. The employee may elect to convert up to eighty hours to be earned in the following calendar year if the employee has a balance of at least 176 hours as of the first payroll in December.

The conversion election must be made prior to December 31st of the calendar year preceding the year in which the leave will be earned and paid in cash. Elections to convert leave are irrevocable.

**** *Note: The amounts and percentages are illustrative. The employer selects the applicable amounts and percentages.*

The converted leave will be paid [insert payment schedule]. Payment will be based on the employee’s regular hourly rate at the time the leave is earned. Regular hourly rate for the purpose of this policy is the employee’s straight time rate not including overtime, pay differentials, out-of-class adjustments or any other additions to regular pay.

The employee may elect to defer the payment of the converted leave to the city’s 457 deferred compensation plan in accordance with the terms of that plan.

## Section 12.03 Funeral Leave

Employees will be permitted to use up to three consecutive working days, with pay, as funeral leave upon the death of an immediate family member. This paid leave will not be deducted from the employee’s vacation or sick leave balance.

The actual amount of time off, and funeral leave approved, will be determined by the supervisor or city administrator depending on individual circumstances (such as the closeness of the relative, arrangements to be made, distance to the funeral, etc.).

*****The 2024 legislative changes to Minnesota’s ESST law expanded the eligible uses to now include the “need to make arrangements for or attend funeral services or a memorial, or address financial or legal matters that arise after the death of a family member.” In light of these changes, cities may want to consider whether they still wish to provide a separate funeral leave policy. If so, cities should consult with their city attorney for guidance on whether the separate funeral leave policy must also comply with the ESST law’s requirements after January 1, 2025, under Minn. Stat. § 181.9448, subdivision 1.*

## Section 12.04 Military Leave

State and federal laws provide protection and benefits to city employees who are called to military service, whether in the reserves or on active duty. Such employees are entitled to a leave of absence without loss of pay, seniority status, efficiency rating, or benefits for the time the employee is engaged in training or active service not exceeding a total of 15 workdays in any calendar year. City compensation is in addition to the military pay for these 15 days, as per MN Attorney General’s Opinion.

The leave of absence is only in the event the employee returns to employment with the city as required upon being relieved from service or is prevented from returning by physical or mental disability or other cause not the fault of the employee or is required by the proper authority to continue in military or naval service beyond the fifteen-day paid leave of absence. Employees on extended unpaid military leave will receive fifteen days paid leave of absence in each calendar year, not to exceed five years.

Where possible, notice is to be provided to the city at least ten working days in advance of the requested leave. A training notice, signed orders, or battle assembly schedule are examples of typical written notification to share with the city.

If an employee has not yet used their fifteen days of paid leave when called to active duty, any unused paid time will be allowed for the active-duty time, prior to the unpaid leave of absence.

Employees returning from military service will be reemployed in the job they would have attained had they not been absent for military service and with the same seniority, status and pay, as well as other rights and benefits determined by seniority. Unpaid military leave will be considered hours worked for the purpose of vacation leave and sick leave accruals.

Eligibility for continuation of insurance coverage for employees on military leave beyond fifteen days will follow the same procedures as for any employee on an unpaid leave of absence.

 For reference see [Minn. Stat. 192.261](https://www.revisor.mn.gov/statutes/cite/192.261); AG Opinion 310h-1(a)

## Section 12.05 Military Leave for Family Members

The city will not discharge from employment or take adverse employment action against an employee because an immediate family member is in the military forces of the United States or Minnesota.

Nor will the city discharge from employment or take adverse employment action against an employee because they attend departure or homecoming ceremonies for deploying or returning personnel, family training or readiness events or events held as part of official military reintegration programs. Employees may substitute paid leave if they choose to do so.

Unless the leave would unduly disrupt the operations of the city, employees whose immediate family member, as a member of the United States armed forces has been ordered into active service in support of a war or other national emergency, will be granted an unpaid leave of absence, not to exceed one day’s duration in any calendar year, to attend a send-off or homecoming ceremony for the mobilized service member.

 For reference, see [Minn. Stat. § 181.948](https://www.revisor.mn.gov/statutes/cite/181.948).

## Section 12.06 Military Leave for Family Member Injured or Killed in Active Service

Employees will be granted up to ten working days of unpaid leave whose immediate family member (defined as a person’s parent, child, grandparents, siblings or spouse) is a member of the United States armed forces who has been injured or killed while engaged in active service. The 10 days may be reduced if an employee elects to use appropriate accrued paid leave.

 For reference, see [Minn. Stat. § 181.947](https://www.revisor.mn.gov/statutes/cite/181.947) & [Minn. Stat. § 181.948](https://www.revisor.mn.gov/statutes/cite/181.948)

## Section 12.07 Civil Air Patrol

The city will grant employees an unpaid leave of absence for time spent serving as a member of the Civil Air Patrol upon request and authority of the State or any of its political subdivisions, unless the absence would unduly disrupt the operations of the city. Employees may choose to use vacation or PTO leave while on Civil Air Patrol Leave but are not required to do so.

 Note: [Minn. Stat. § 181.946](https://www.revisor.mn.gov/statutes/cite/181.946) is a requirement for cities with more than 20 employees.

## Section 12.08 Jury Duty

Regular full-time and part-time employees will be granted paid leaves of absence for required jury duty. Such employees will be required to turn over any compensation they receive for jury duty, minus mileage reimbursement, to the city in order to receive their regular wages for the period. Time spent on jury duty will not be counted as time worked in computing overtime.

Employees excused or released from jury duty during their regular working hours will report to their regular work duties as soon as reasonably possible or will take accrued vacation or compensatory time to make up the difference.

Employees are required to notify their supervisor as soon as possible after receiving notice to report for jury duty. The employee will be responsible for ensuring that a report of time spent on jury duty and pay form is completed by the clerk of court so the city will be able to determine the amount of compensation due for the period involved.

Temporary and seasonal employees are generally not eligible for compensation for absences due to jury duty but can take a leave without pay subject to department head approval. However, if a temporary or seasonal employee is classified as exempt, they will receive compensation for the jury duty time.

 For reference, see [Minn. Stat. § 593.50](https://www.revisor.mn.gov/statutes/cite/593.50).

## Section 12.09 Court Appearances

Employees will be paid their regular wage to testify in court for city-related business. Any compensation received for court appearances (e.g., subpoena fees) arising out of or in connection with city employment, minus mileage reimbursement, must be turned over to the city.

## Section 12.10 Victim or Witness Leave

An employer must allow a victim or witness, who is subpoenaed or requested by the prosecutor to attend court for the purpose of giving testimony to attend criminal proceedings related to the victim’s case. Additionally, a victim of a violent crime, as well as the victim’s spouse or immediate family member (immediate family member includes parent, spouse, child or sibling of the employee) may have reasonable time off from work to attend criminal proceedings related to the victim’s case. An employee must give 48 hours advance notice to the city of their need to be absent unless it is impracticable, or an emergency prevents them from doing so. The city may request verification that supports the employee’s reason for being absent from the workplace. [See also: Safety Leave under the Sick Leave Policy for additional information on leave benefits available to employees and certain family members].

 For reference, see Minn. Stat. § 611A.036.

## Section 12.11 Job Related Injury or Illness

All employees are required to report any job-related illnesses or injuries to their supervisor immediately (no matter how minor).

If a supervisor is not available and the nature of injury or illness requires immediate treatment, the employee is to go to the nearest available medical facility for treatment and, as soon as possible, notify their supervisor of the action taken. In the case of a serious emergency, 911 should be called.

If the injury is not of an emergency nature, but requires medical attention, the employee will report it to the supervisor and make arrangements for a medical appointment.

Workers’ compensation benefits and procedures to return to work will be applied according to applicable state and federal laws.

## Section 12.12 Pregnancy and Parenting Leave

 For reference, see [Minn. Stat. § 181.940](https://www.revisor.mn.gov/statutes/cite/181.940) & [Minn. Stat. § 181.941](https://www.revisor.mn.gov/statutes/cite/181.941).

 Note: Effective July 1, 2023, state law requirement for cities with one or more employees.

All employees are entitled to take an unpaid leave of absence under the Pregnancy and Parenting Leave Act of Minnesota. Female employees for prenatal care, or incapacity due to pregnancy, childbirth, or related health conditions as well as a biological or adoptive parent in conjunction with the birth or adoption of a child, are eligible for up to 12 weeks of unpaid leave. Any paid or unpaid leave taken for prenatal care medical appointments will not count toward the 12-week leave. Additionally, leave under this section must begin within twelve months of the birth or adoption of the child. In the case where the child must remain in the hospital longer than the mother, the leave must begin within 12 months after the child leaves the hospital. Employees should provide reasonable notice, which is at least XX [30] days. If the leave must be taken in less than three days, the employee should give as much notice as practicable.

Effective August 1, 2024, employers cannot count any paid or unpaid leave taken for prenatal care medical appointments toward the 12-week unpaid leave. *See* Minn. Stat. § 181. 943 (c).

Employees may choose, but are not required, to use any accrued vacation leave or Sick Leave/Earned Sick and Safe Time leave during Parenting Leave. If the employee has any FMLA eligibility remaining at the time this leave commences, this leave will run concurrently with any FMLA leave available. The employee is entitled to return to work in the same position and at the same rate of pay the employee was receiving prior to commencement of the leave.

 Minnesota Statute § 181.943(a) provides cities the option to run paid parental, disability, personal, medical, sick leave, or accrued vacation leave concurrently with unpaid pregnancy and parenting leave under section 181.941. However, with the 2024 legislative changes to the ESST law, cities should consult with the city attorney for advice before requiring additional paid leave available to employees for absences related to personal illness or injury (i.e. Sick/Earned Sick and Safe Time, and in some circumstances, vacation) to run concurrently with pregnancy and parenting leave.

Group insurance coverage, including any employer contributions toward the benefits, will continue while the employee is on leave pursuant to the Pregnancy and Parenting Leave Act, provided the employee continues to pay any employee share of the cost of the benefits.

Effective August 1, 2024, in addition to maintaining group insurance coverage, employers must continue to pay any employer contributions toward the benefit if the employee continues to pay the employee share of the cost.

The city will inform employees of their parental leave rights at the time of hire and when an employee makes an inquiry about or requests parental leave.

All employers are required to provide a [notice](https://dli.mn.gov/sites/default/files/pdf/WESA_employee_notice.pdf) of employee nursing rights at the hire of hire and when an employee makes an inquiry about or requests parental leave. This required notice must also include information about the right to receive a reasonable pregnancy accommodation.

An employer shall not discharge, discipline, penalize, interfere with, or otherwise retaliate or discriminate against an employee for asserting parental leave rights or remedies.

## Section 12.13 Administrative Leave

Under special circumstances, an employee may be placed on an administrative leave pending the outcome of an internal or external investigation. The leave may be paid or unpaid, depending on the circumstances, as determined by the city administrator with the approval of the City Council.

## Section 12.14 Adoptive Parents

Adoptive parents will be given the same opportunities for leave as biological parents (see provisions for Parenting Leave).

The leave must be for the purpose of arranging the child’s placement or caring for the child after placement. Such leave must begin before or at the time of the child’s placement in the adoptive home.

 Note: Effective July 1, 2023, state law requirement for cities with one or more employees.

## Section 12.15 School Conference Leave

Any employee may take unpaid leave for up to a total of sixteen hours during any 12-month period to attend school conferences or classroom activities related to the employee’s child (under 18 or under 20 and still attending secondary school), provided the conference or classroom activities cannot be scheduled during non-work hours. When the leave cannot be scheduled during non-work hours and the need for the leave is foreseeable, the employee must provide reasonable prior notice of the leave and make a reasonable effort to schedule the leave so as not to disrupt unduly the operations of the city. Employees may choose to use vacation leave hours for this absence but are not required to do so.

 Note: Effective July 1, 2023, [Minnesota Stat. § 181.940](https://www.revisor.mn.gov/statutes/cite/181.940) & [Minn. Stat. § 181.9412](https://www.revisor.mn.gov/statutes/cite/181.9412) requirements for cities with more one or more employees.

## Section 12.16 Bone Marrow/Organ Donation Leave

Employees working an average of 20 or more hours per week may take paid leave, not to exceed 40 hours, unless agreed to by the city, to undergo medical procedures to donate bone marrow or an organ. The 40 hours is over and above the amount of accrued time the employee has earned.

The city may require a physician’s verification of the purpose and length of the leave requested to donate bone marrow or an organ. If there is a medical determination that the employee does not qualify as a bone marrow or organ donor, the paid leave of absence granted to the employee prior to that medical determination is not forfeited.

An employer shall not discharge, discipline, penalize, interfere with, or otherwise retaliate or discriminate against an employee for asserting bone marrow or organ donation leave rights or remedies.

 Note: [Minnesota Stat. §181.945](https://www.revisor.mn.gov/statutes/cite/181.945) & [Minn. Stat. § 181.9456](https://www.revisor.mn.gov/statutes/cite/181.9456) requirement for cities with more than 20 employees.

## Section 12.17 Elections / Voting

An employee selected to serve as an election judge pursuant to Minnesota law, will be allowed time off with pay for purposes of serving as an election judge, provided the employee gives the city at least twenty days written notice, including a certification from the appointing authority stating the hourly compensation to be paid the employee for service as an election judge and the hours during which the employee will serve. The city may reduce the wages of an employee serving as an election judge by the amount paid to the election judge by the appointing authority during the time the employee was absent from the place of employment.

Thus, employees will be paid the difference between their pay as an election judge and their regular rate of pay for their normal workday.

The city reserves the right to restrict the number of employees absent from work for the purpose of serving as an election judge to no more than 20 percent of the total work force at any single worksite.

All employees eligible to vote at a State general election, at an election to fill a vacancy in the office of United States Senator or Representative, or in a Presidential primary, will be allowed time off with pay to vote on the election day. Employees wanting to take advantage of such leave are required to work with their supervisors to avoid coverage issues.

Employees may be absent from work without penalty or deduction from salary or wages for the time necessary to vote to include voting during the period allowed for voting in person before election day.

 For reference, see [Minnesota Stat. § 204C.04](https://www.revisor.mn.gov/statutes/cite/204c.04) & [Minn. Stat. § 204B.195](https://www.revisor.mn.gov/statutes/cite/204B.195)

For reference, see [Office of Minnesota Secretary of State re: Time off for Employees to Serve as Election Judges](https://www.sos.state.mn.us/media/2295/letter-to-employers.pdf).

## Section 12.18 Delegates to Party Conventions

An employee may be absent from work to attend any meeting of the state central committee or executive committee of a major political party if the employee is a member of the committee. The employee may attend any convention of a major political party delegate, including meetings of official convention committees if the employee is a delegate or an alternate delegate to that convention.

Per the statutory requirement, the employee must give at least ten days written notice of their planned absence to attend committee meetings or conventions. Time away from work for this purpose will be considered unpaid unless the employee chooses to use vacation/ PTO leave during their absence.

 For reference, see [Minn. Stat. § 202A.135](https://www.revisor.mn.gov/statutes/cite/202A.135).

## Section 12.19 Regular Leave without Pay

The city administrator may authorize leave without pay for up to thirty days. Leave without pay for greater periods may be granted by the City Council.

Typically. employee benefits will not be earned by an employee while on leave without pay. However, the city’s contribution toward health, dental and life insurance may be continued, if approved by the City Council, for leaves of up to ninety days when the leave is for medical reasons and FMLA has been exhausted.

If an employee is on a regular leave without pay and is not working any hours, the employee will not accrue (or be paid for) holidays, sick leave, or vacation leave (annual leave). Employees who are working reduced hours while on this type of leave will receive holiday pay on a prorated basis and will accrue sick leave and vacation leave (annual leave) based on actual hours worked.

Leave without pay hours will not count toward seniority and all accrued vacation leave and compensatory time must normally be used before an unpaid leave of absence will be approved.

To qualify for leave without pay, an employee need not have used all sick leave earned unless the leave is for medical reasons. Leave without pay for purposes other than medical leave or work-related injuries will be at the convenience of the city.

Unless required by law, an unpaid leave of absence does not guarantee a return to the employee’s original position. If their original position or a position of similar or lesser status is available, it may be offered at the discretion of the city administrator subject to approval of the City Council.

Employees on an unpaid leave of absence as a form of a reasonable accommodation for a disability pursuant to the Americans with Disabilities Act (ADA) or Minnesota Human Rights Act (MHRA), like FMLA or the Minnesota Parental Leave Act, must be entitled to return to the original position.

 Note: The Family and Medical Leave Act ([29 CFR Part 825](https://www.law.cornell.edu/cfr/text/29/part-825)) provides certain employees with up to 12 workweeks of unpaid, job-protected leave a year, and requires group health benefits to be maintained during the leave as if employees continued to work instead of taking leave.

The FMLA applies to all public agencies, including state, local and federal employers, and local education agencies (schools). To be eligible for FMLA leave, an employee must work for a covered employer and:

* have worked for that employer for at least 12 months; and
* have worked at least 1,250 hours during the 12 months prior to the start of the FMLA leave; and
* work at a location where at least 50 employees are employed at the location or within 75 miles of the location.

 Note: “volunteer” firefighter may count as employees if paid at or near minimum wage.

Given the employee eligibility requirements, even though all cities are covered by the FMLA, only employees in cities with more than 50 employees have the potential to qualify for FMLA protected leave. Thus, only cities with 50 or more employees generally include an FMLA policy in their personnel policies.

## Section 12.20 Family and Medical Leave

Refer to the League’s model [FMLA policy](https://www.lmc.org/family-and-medical-leave/) for language.

## Section 12.21 Reasonable Work Time for Nursing Mothers and Lactating Employees

*****All employers are required to provide a* [*notice*](https://dli.mn.gov/sites/default/files/pdf/WESA_employee_notice.pdf) *of employee nursing rights at the hire of hire and when an employee makes an inquiry about or requests parental leave.*

Nursing mothers and lactating employees will be provided reasonable paid break times (which may run concurrently with already provided break times) to express milk.

The city will provide a clean, private and secure room (other than a bathroom) as close as possible to the employee’s work area, that is shielded from view and free from intrusion from coworkers and the public and includes access to an electrical outlet, where the nursing mother can express milk in private.

An employer shall not discharge, discipline, penalize, interfere with, or otherwise retaliate or discriminate against an employee for asserting nursing rights or remedies.

**Note: Applies to cities with one or more employees.

**The State of Minnesota offers a sample Nursing Mothers policy with additional language considerations covering areas such as milk storage, maintenance of milk expression areas, and communication with supervisors found here:

<https://www.health.state.mn.us/people/breastfeeding/workplaces.html>

## Section 12.22 Light Duty/Modified Duty Assignment

This policy is to establish guidelines for temporary assignment of work to temporarily disabled employees who are medically unable to perform their regular work duties. Light duty is evaluated by the city administrator on a case-by-case basis. This policy does not guarantee assignment to light duty.

Such assignments are for short-term, temporary disability-type purposes; assignment of light duty is at the discretion of the city administrator. The city administrator reserves the right to determine when and if light duty work will be assigned.

When an employee is unable to perform the essential requirements of their job due to a temporary disability, they will notify the supervisor in writing as to the nature and extent of the disability and the reason why they are unable to perform the essential functions, duties, and requirements of the position. This notice must be accompanied by a physician’s report containing a diagnosis, current treatment, and any work restrictions related to the temporary disability.

The notice must include the expected time frame regarding return to work with no restrictions, meeting all essential requirements and functions of the city’s job description along with a written request for light duty. Upon receipt of the written request, the supervisor is to forward a copy of the report to the city administrator. The city may require a medical exam conducted by a physician selected by the city to verify the diagnosis, current treatment, expected length of temporary disability, and work restrictions.

It is at the discretion of the city administrator whether or not to assign light duty work to the employee. Although this policy is handled on a case-by-case basis.

If the city offers a light duty assignment to an employee who is out on workers’ compensation leave, the employee may be subject to penalties if they refuse such work. The city will not, however, require an employee who is otherwise qualified for protection under the Family and Medical Leave Act to accept a light duty assignment.

The circumstances of each disabled employee performing light duty work will be reviewed regularly. Any light duty/modified work assignment may be discontinued at any time.

## Section 12.23 Reasonable Accommodations to an Employee for Health Conditions Relating to Pregnancy

The city will attempt to provide a female employee who requests reasonable accommodation with the following accommodations for her health conditions related to her pregnancy or childbirth without advice of a licensed health care provider or certified doula:

* More frequent or longer restroom, food, and water breaks.
* Seating; and/or
* Limits on lifting over 20 pounds.

Additionally, an employer must provide reasonable accommodations, including, but not limited to, temporary leaves of absence, modification in work schedule or job assignments, seating, more frequent or longer break periods and limits to heavy lifting to an employee for health conditions related to pregnancy or childbirth upon request, with the advice of a licensed health care provider or certified doula, unless the employer demonstrates the accommodation would impose an undue hardship on the operation of the employer's business. In accordance with state law, no employee is required to take a leave of absence for a pregnancy nor accept a pregnancy accommodation.

An employer shall not discharge, discipline, penalize, interfere with, or otherwise retaliate or discriminate against an employee for asserting reasonable accommodations pregnancy rights or remedies.

 Note [Minn. Stat.§ 181.939](https://www.revisor.mn.gov/statutes/cite/181.939), pregnancy accommodation changes effective January 1, 2022 applies to cities with 15 or more employees, and [Minn. Stat. § 181.9414](https://www.revisor.mn.gov/statutes/cite/181.9414). Effective July 2023, this definition is amended to apply to cities with one or more employees.

## Section 12.24 Athletic Leave of Absence

An employee who qualifies as a member of the United State team for athletic competition on the world championship, Pan American, or Olympic team in a sport sanctioned by the International Olympic Committee, shall be granted a leave of absence without loss of pay or other benefits for the purpose of preparing for and engaging in the competition.

In no event shall the paid leave exceed the period of official training camp and competition combined, or 90 calendar days a year, whichever is less. The employee shall provide documentation establishing their participation on said team and in said event.

 Refer to [Minn. Stat. § 15.62](https://www.revisor.mn.gov/statutes/cite/15.62).

# Article XIII. DIVERSITY, EQUITY AND INCLUSION

## Section 13.01 General

The city of \_\_\_\_\_\_\_\_\_ is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion. Our policy is to be welcoming, safe, and equitable to all employees and members of the community. By embracing the diversity of our workforce and community, the city seeks to not only meet, but also exceed, our obligations under federal and state law. The goal of our policy is for the work environment to be free of harassment, discrimination, and retaliation.

Furthermore, it is our belief that:

* We are more efficient when all are valued and included.
* We are more effective when we leverage our different ideas, backgrounds and identities.
* We are more responsive when we acknowledge and reflect the identity and experience of our residents and colleagues.

## Section 13.02 Definitions within this section

## Cultural Competence: the ability to interact effectively across difference. We acknowledge that a ‘one size fits all’ approach is not effective and actively seek ways to make our services accessible and culturally relevant.

## Discrimination: unfair treatment because of a protected class status.

## Diversity: Recognizes the unique differences of all individuals. This includes the many apparent and non-apparent ways which people differ in their identity such as: age, gender and gender identity, race, ethnicity, national origin, language, religious beliefs, sexual orientation, veteran status, gender identity, mental or physical ability, marital status, family status, or educational background.

## Equity: the principle of fairness by seeking to remove barriers and increase access to services. This includes understanding and acknowledging historical and ongoing inequities between groups of people and a commitment to actions that challenge those inequities.

## Harassment: unwelcome conduct that is based on a protected class status that is intimidating, hostile or abusive. This includes sexual harassment.

## Inclusion: an environment that is built on respect and which creates a sense of belonging for all who live and work here. By being inclusive we acknowledge and value individual contribution as well as the background and identity of those with whom we work, partner, or serve.

## Section 13.03 Policy Statement

It is the city’s policy to respect culture and reduce bias in our workplace and service delivery.

The commitment to inclusion, diversity, and equity influences the work that is performed by the city, the workplace environment, relationships between employees, and relationships between the city and community.

While individual employees have their own beliefs and values, performing work on behalf of the city requires upholding cultural competence and respect to ensure work occurs that not only meets, but also exceeds, our obligations under federal and state law.

The city of \_\_\_\_\_\_\_\_\_\_\_\_\_values all diversity and recognizes individual protected-class status as defined under state and federal law and seeks to ensure equal opportunities in all phases of employment. The city expects each employee to cooperate to achieve this goal and personally stand behind the principles as defined within this policy.

All employees of the city are expected to act and perform their work professionally, including respecting cultural differences. Pursuant to the city’s [Name of policy], discrimination, including harassment, will not be tolerated. Any employee found to have exhibited any inappropriate conduct or behavior may be subject to disciplinary action.

 City will want to insert name of policy in bracket above– either Sexual Harassment/Respectful Workplace Policy

Employees who believe they have been subjected to any kind of discrimination that conflicts with this policy should follow the reporting procedures within the city’s [name of policy].

 City will want to insert name of policy in bracket above– either Sexual Harassment/Respectful Workplace Policy

# Article XIV. SEXUAL HARASSMENT PREVENTION

 Note: The EEOC recommends providing the policy to employees upon hire and during harassment prevention trainings, as well as posting centrally, such as on the organization’s internal website, in the employee handbook, near employee time clocks, in employee break rooms, and in other commonly used areas or locations.

## Section 14.01 General

The city of \_\_\_\_\_\_\_\_\_\_ is committed to creating and maintaining a public service workplace free of harassment and discrimination. Such harassment is a violation of Title VII of the Civil Rights Act of 1964, the Minnesota Human Rights Act, and other related employment laws.

In keeping with this commitment, the city maintains a strict policy prohibiting unlawful harassment, including sexual harassment. This policy prohibits harassment in any form, including verbal and physical harassment.

Discriminatory behavior includes inappropriate remarks about, or conduct related to a person’s legally protected characteristic such as race, (including traits associated with race, including, but not limited to, hair texture and hair styles such as braids, locs and twists), color, creed, religion, national origin, disability, sex, gender, pregnancy, marital status, age, sexual orientation, gender identity, or gender expression, familial status, or status with regard to public assistance.

This policy statement is intended to make all employees, volunteers, members of boards and commissions, applicants, contractors/vendors, and elected officials and members of the public aware of the matter of harassment, but specifically sexual harassment, to express the city’s strong disapproval of harassment, to advise employees against this behavior and to inform them of their rights and obligations. The most effective way to address any sexual harassment issue is to bring it to the attention of management.

## Section 14.02 Applicability

Maintaining a work environment free from harassment is a shared responsibility.

This policy is applicable to all city employees, volunteers, applicants, contractors/vendors, members of boards and commissions, City Council members, and members of the public both in the workplace and other city-sponsored social events.

## Section 14.03 Definitions

To provide employees with a better understanding of what constitutes sexual harassment, the definition, based on [Minnesota Statute § 363.01, subdivision 41](https://www.revisor.mn.gov/statutes/cite/363.01), is provided: sexual harassment includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact, or other verbal or physical conduct or communication of a sexual nature, when:

* Submitting to the conduct is made either explicitly or implicitly a term or condition of an individual’s employment; or
* Submitting to or rejecting the conduct is used as the basis for an employment decision affecting an individual’s employment; or
* Such conduct has the purpose or result of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive work environment.

Sexual harassment includes, but is not limited to, the following:

* Unwelcome or unwanted sexual advances. This means stalking, patting, pinching, brushing up against, hugging, cornering, kissing, fondling or any other similar physical contact considered unacceptable by another individual.
* Verbal or written abuse, making jokes, or comments that are sexually oriented and considered unacceptable by another individual. This includes comments about an individual’s body or appearance where such comments go beyond mere courtesy, telling “dirty jokes” or any other tasteless, sexually oriented comments, innuendos or actions that offend others. The harassment policy applies to social media posts, tweets, etc., that are about or may be seen by employees, customers, etc.
* Requests or demands for sexual favors. This includes subtle or obvious expectations, pressures, or requests for any type of sexual favor, along with an implied or specific promise of favorable treatment (or negative consequence) concerning one’s current or future job.

## Section 14.04 Expectations

The city of \_\_\_\_\_\_\_\_\_\_ recognizes the need to educate its employees, volunteers, members of boards and commissions, contractors/ vendors, applicants, elected officials and members of the public on the subject of sexual harassment and stands committed to providing information and training. All employees are expected to treat each other and the general public with respect and assist in fostering an environment free from offensive behavior or harassment.

Violations of this policy may result in discipline, including possible termination. Each situation will be evaluated on a case-by-case basis.

Employees who feel that they have been victims of sexual harassment, or employees who are aware of such harassment, should immediately report their concerns to any of the following:

A supervisor

Your supervisor’s supervisor

1. Human Resources
2. City administrator
3. Mayor or city councilmember
4. City Attorney

In addition to notifying one of the above persons and stating the nature of the harassment, the employee is also encouraged to take the following steps, if the person feels safe and comfortable doing so. If there is a concern about the possibility of violence, the individual should use their discretion to call 911, and/or take other reasonable action, and as soon as feasible, a supervisor.

1. Communicate to the harasser the conduct is unwelcome. Professionally, but firmly, tell whoever is engaging in the disrespectful behavior how you feel about their actions, and request the person to stop the behavior because you feel intimidated, offended, or uncomfortable. If practical, bring a witness with you for this discussion.
2. In some situations, such as with an offender from the public, it is preferable to avoid one on one interactions. Talk to your supervisor about available options to ensure there are others available to help with transactions with an offender.
3. To reiterate, it’s important you notify a supervisor, the city administrator, the mayor or councilmember of your concerns promptly. Any employee who observes sexual harassment or discriminatory behavior, or receives any reliable information about such conduct, must report it promptly to a supervisor or the city administrator. The person to whom you speak is responsible for documenting the issues and for giving you a status report on the matter. If, after what is considered to be a reasonable length of time (for example, 30 days), you believe inadequate action is being taken to resolve your complaint/concern, the next step is to report the incident to the city administrator, the mayor or the city attorney.

The city urges conduct which is viewed as offensive be reported immediately to allow for corrective action to be taken through education and immediate counseling, if appropriate. Management takes these complaints seriously and has the obligation to provide an environment free of sexual harassment. The city is obligated to prevent and correct unlawful harassment in a manner which does not abridge the rights of the accused. To accomplish this task, the cooperation of all employees is required.

In the case of a sexual harassment complaint, a supervisor must report the allegations promptly to the city administrator. If the city administrator is the subject of the complaint, then the supervisor is to report the complaint to the City Attorney. A supervisor must act upon such a report even if requested otherwise by the victim. The city will take proportionate corrective action to correct any and all reported harassment to the extent evidence is available to verify the alleged harassment and any related retaliation.

As noted later in this policy, retaliation is strictly prohibited. All allegations will be investigated. Formal investigations will be prompt, impartial, and thorough. Strict confidentiality is not possible in all cases of sexual harassment as the accused has the right to answer charges made against them; particularly if discipline is a possible outcome. Reasonable efforts will be made to respect the confidentiality of the individuals involved, to the extent possible.

Any investigation process will be handled as confidentially as practical and related information will only be shared on a need-to-know basis and in accordance with the Minnesota Government Data Practices Act and/or any other applicable laws.

To facilitate fostering a respectful work environment, all employees are encouraged to respond to questions or to otherwise participate in investigations regarding alleged harassment.

The city is not voluntarily engaging in a dispute resolution process within the meaning of [Minn. Stat. § 363A.28, subd. 3(b)](https://www.revisor.mn.gov/statutes/cite/363A.28) by adopting and enforcing this workplace policy.

The filing of a complaint under this policy and any subsequent investigation does not suspend the one-year statute of limitations period under the Minnesota Human Rights Act for bringing a civil action or for filing a charge with the Commissioner of the Department of Human Rights.

 Note: The disclaimer above is in reaction to [*Peterson v. City of Minneapolis*](https://scholar.google.com/scholar_case?case=15904033418955682248&q=Peterson+v.+City+of+Minneapolis&hl=en&as_sdt=4,24), 892 N.W.2d 824 (Minn. 2017), in which the Minnesota Supreme Court held that the City’s Respect in the Workplace Policy is a “dispute resolution process” under [Minn. Stat. § 363A.28, subd. 3(b)](https://www.revisor.mn.gov/statutes/cite/363A.28), and that the parties voluntary engagement in that process suspended the one-year statute of limitations period under the Minnesota Human Rights Act for the duration of the process. It is not clear whether a disclaimer will be legally valid. As a result, cities should conduct prompt investigations under this policy and notify complainants when an investigation is complete.

## Section 14.05 Special Reporting Requirements

When the supervisor is the alleged harasser, a report will be made to the city administrator who will assume the responsibility for investigation and discipline. For more information about what to do when allegations involve the city administrator, the mayor, or a councilmember, see below.

If the city administrator is the alleged harasser, a report will be made to the city attorney who will confer with the Mayor and City Council regarding appropriate investigation and action.

If a councilmember is the alleged harasser, the report will be made to the city administrator and referred to the city attorney who will undertake the necessary investigation. The city attorney will report their findings to the City Council, which will take the action it deems appropriate.

Pending completion of the investigation, the city administrator may at their discretion take appropriate action to protect the alleged victim, other employees, or citizens. The city will take reasonable and timely action, depending on the circumstances of the situation.

If an elected or appointed city official (e.g., council member or commission member) is the victim of disrespectful workplace behavior, the city attorney will be consulted as to the appropriate course of action. In cases such as these, it is common for the city council to authorize an investigation by an independent investigator (consultant). The city will take reasonable and timely action, depending on the circumstances of the situation.

## Section 14.06 Retaliation

The city of \_\_\_\_\_\_\_\_\_\_ will not tolerate retaliation or intimidation directed towards anyone who reports employment discrimination, serves as a witness, participates in an investigation, and/or takes any other actions protected under federal or state discrimination laws, including when requesting religious or disability accommodation.

Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment. Retaliation is broader than discrimination and includes, but is not limited to, any form of intimidation, reprisal or harassment.

While each situation is very fact dependent, generally speaking retaliation can include a denial of a promotion, job benefits, or refusal to hire, discipline, negative performance evaluations or transfers to less prestigious or desirable work or work locations because an employee has engaged or may engage in activity in furtherance of EEO laws.

It can also include threats of reassignment, removal of supervisory responsibilities, filing civil action, deportation or other action with immigration authorities, disparagement to others or the media and making false report to government authorities because an employee has engaged or may engage in protected activities. Any individual who retaliates against a person who testifies, assists, or participates in an investigation may be subject to disciplinary action up to and including termination.

If you feel retaliation is occurring within the workplace, please report your concern immediately to any of the following:

1. Immediate supervisor
2. Your supervisor’s supervisor
3. City administrator
4. Mayor or City Councilmember
5. In the event an employee feels retaliation has occurred by the city administrator or the City Council, then reporting may be made to the city attorney.

Supervisors who have been approached by employees with claims of retaliation will take the complaint seriously and promptly report the allegations promptly to the city administrator, or if the complaint is against the city administrator to the city attorney, who will decide how to proceed in addressing the complaint.

Consistent with the terms of applicable statutes and city personnel policies, the city may discipline any individual who retaliates against any person who reports alleged violations of this policy. The city may also discipline any individual who retaliates against any participant in an investigation, proceeding or hearing relating to the report of alleged violations.

# Article XV. RESPECTFUL WORKPLACE POLICY

****** (Includes sexual harassment prevention)

****** Note: The EEOC recommends providing the policy to employees upon hire and during harassment prevention trainings, as well as posting centrally, such as on the organization’s internal website, in the employee handbook, near employee time clocks, in employee break rooms, and in other commonly used areas or locations.

The intent of this policy is to provide general guidelines about conduct that is, and is not, appropriate in the workplace and other city-sponsored social events.

The city acknowledges this policy cannot possibly predict all situations that might arise, and also recognizes that some employees can be exposed to disrespectful behavior, and even violence, by the very nature of their jobs.

## Section 15.01 Applicability

Maintaining a respectful public service work environment is a shared responsibility. This policy is intended to express to all employees, volunteers, members of boards and commissions, applicants, contractors/vendors, elected officials and members of the public the expectations by the city of \_\_\_\_\_\_\_\_\_\_for respectful workplace conduct both in the workplace and other city-sponsored social events.

## Section 15.02 Abusive Customer Behavior

While the city has a strong commitment to customer service, the city does not expect employees to accept verbal and other abuse from any customer.

An employee may request that a supervisor intervene when a customer is abusive, or the employee may defuse the situation themselves, including professionally ending the contact.

If there is a concern about the possibility of violence, the individual should use their discretion to call 911, and as soon as feasible, a supervisor. Employees should leave the area immediately when violence is imminent unless their duties require them to remain (such as police officers). Employees must notify their supervisor about the incident as soon as possible.

## Section 15.03 Types of Disrespectful Behavior

The following behaviors are unacceptable and therefore prohibited, even if not unlawful in and of themselves:

### (a) Violent behavior:

includes the use of physical force, harassment, bullying or intimidation.

### (b) Discriminatory behavior:

includes inappropriate remarks about or conduct related to a person’s legally protected characteristic such as race, color, creed, religion, national origin, disability, sex, gender, pregnancy, marital status, age, sexual orientation, gender identity, or gender expression, familial status, or status with regard to public assistance.

### (c) Offensive behavior:

may include such actions as: rudeness, angry outbursts, inappropriate humor, vulgar obscenities, name calling, disparaging language, or any other behavior regarded as offensive to a reasonable person based upon violent or discriminatory behavior as listed above. It is not possible to anticipate in this policy every example of offensive behavior.

Accordingly, employees are encouraged to discuss with their fellow employees and supervisor what is regarded as offensive, considering the sensibilities of employees and the possibility of public reaction. Although the standard for how employees treat each other and the general public will be the same throughout the city, there may be differences between work groups about what is appropriate in other circumstances unique to a work group.

If an employee is unsure whether a particular behavior is appropriate, the employee should request clarification from their supervisor or the city administrator.

### (d) Sexual harassment:

can consist of a wide range of unwanted and unwelcome sexually directed behavior such as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

* Submitting to the conduct is made either explicitly or implicitly a term or condition of an individual’s employment; or
* Submitting to or rejecting the conduct is used as the basis for an employment decision affecting an individual’s employment; or
* Such conduct has the purpose or result of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive work environment.

### (e) Sexual harassment includes, but is not limited to, the following:

* Unwelcome or unwanted sexual advances. This means stalking, patting, pinching, brushing up against, hugging, cornering, kissing, fondling or any other similar physical contact considered unacceptable by another individual.
* Verbal or written abuse, kidding, or comments that are sexually oriented and considered unacceptable by another individual. This includes comments about an individual’s body or appearance where such comments go beyond mere courtesy, telling “dirty jokes” or any other tasteless, sexually oriented comments, innuendos or actions that offend others. The harassment policy applies to social media posts, tweets, etc., that are about or may be seen by employees, customers, etc.
* Requests or demands for sexual favors. This includes subtle or obvious expectations, pressures, or requests for any type of sexual favor, along with an implied or specific promise of favorable treatment (or negative consequence) concerning one’s current or future job.

Names and Pronouns: Every employee will be addressed by a name and by pronouns that correspond to the employee’s gender identity. A court‐ordered name or gender change is not required.

## Section 15.04 Employee Response to Disrespectful Workplace Behavior

All employees should feel comfortable calling their supervisor or another manager to request assistance should they not feel comfortable with a situation. If situations involve violent behavior call the police, ask the individual to leave the area, and/or take other reasonable action.

If employees see or overhear what they believe is a violation of this policy, employees should advise a supervisor, the city administrator, or city attorney promptly.

Employees who believe disrespectful behavior is occurring are encouraged to deal with the situation in one of the ways listed below. If there is a concern about the possibility of violence, the individual should use his/her discretion to call 911, and as soon as feasible, a supervisor. In the event the disrespectful behavior occurring involves the employee’s supervisor, the employee should contact human resources, the supervisor’s manager or the city administrator.

**Step 1(a)**. If you feel comfortable doing so, professionally, but firmly, tell whoever is engaging in the disrespectful behavior how you feel about their actions.

Politely request the person to stop the behavior because you feel intimidated, offended, or uncomfortable. If practical, bring a witness with you for this discussion.

**Step 1(b)**. If you fear adverse consequences could result from telling the offender or if the matter is not resolved by direct contact, go to your supervisor, human resources, your supervisor’s supervisor, or the city administrator. The person to whom you speak is responsible for documenting the issues and for giving you a status report on the matter.

In some situations, such as with an offender from the public it is preferable to avoid one on one interactions. Talk to your supervisor about available options to ensure there are others available to help with transactions with the offender.

**Step 1(c)**. The city urges conduct which is viewed as offensive be reported immediately to allow for corrective action to be taken through education and immediate counseling, if appropriate. It is vitally important you notify a supervisor, the city administrator, the mayor or councilmember of promptly of your concerns promptly. Any employee who observes sexual harassment or discriminatory behavior, or receives any reliable information about such conduct, must report it promptly to a supervisor or the city administrator.

**Step 2**. If, after what is considered to be a reasonable length of time (for example, 30 days), you believe inadequate action is being taken to resolve your complaint/concern, the next step is to report the incident to the city administrator, the mayor or the city attorney.

## Section 15.05 Supervisor’s Response to Allegations of Disrespectful Workplace Behavior

Employees who have a complaint of disrespectful workplace behavior will be taken seriously.

In the case of sexual harassment or discriminatory behavior, a supervisor must report the allegations promptly to the city administrator, who will determine whether an investigation is warranted. A supervisor must act upon such a report even if requested otherwise by the victim. In situations other than sexual harassment and discriminatory behavior, supervisors will use the following guidelines when an allegation is reported:

**Step 1(a)**. If the nature of the allegations and the wishes of the victim warrant a simple intervention, the supervisor may choose to handle the matter informally.

The supervisor may conduct a coaching session with the offender, explaining the impact of their actions and requiring the conduct not reoccur. This approach is particularly appropriate when there is some ambiguity about whether the conduct was disrespectful.

**Step 1(b)**. Supervisors, when talking with the reporting employee will be encouraged to ask them what they want to see happen next. When an employee comes forward with a disrespectful workplace complaint, it is important to note the city cannot promise complete confidentiality, due to the need to investigate the issue properly.

However, any investigation process will be handled as confidentially as practical and related information will only be shared on a need-to-know basis and in accordance with the Minnesota Government Data Practices Act and/or any other applicable laws.

**Step 2**. If a formal investigation is warranted, the individual alleging a violation of this policy will be interviewed to discuss the nature of the allegations. Formal investigations will be prompt, impartial, and thorough.

The person being interviewed may have someone of their own choosing present during the interview. Typically, the investigator will obtain the following description of the incident, including date, time and place:

* Corroborating evidence.
* A list of witnesses.
* Identification of the offender.

To facilitate fostering a respectful work environment, all employees are encouraged to respond to questions or to otherwise participate in investigations regarding alleged harassment.

**Step 3**. The supervisor must notify the city administrator about the allegations (assuming the allegations do not involve the city administrator). For more information about what to do when allegations involve the city administrator, the mayor, or a councilmember, see “Special Reporting Requirements” below.

**Step 4**. In most cases, as soon as practical after receiving the written or verbal complaint, the alleged policy violator will be informed of the allegations, and the alleged violator will have the opportunity to answer questions and respond to the allegations. The city will follow any other applicable policies or laws in the investigatory process.

**Step 5**. After adequate investigation and consultation with the appropriate personnel, a decision will be made regarding whether or not disciplinary action will be taken.

**Step 6**. The alleged violator and complainant will be advised of the findings and conclusions as soon as practicable and to the extent permitted by the Minnesota Government Data Practices Act.

**Step 7**. The city will take reasonable and timely action, depending on the circumstances of the situation.

The city is not voluntarily engaging in a dispute resolution process within the meaning of [Minn. Stat. § 363A.28, subd. 3(b)](https://www.revisor.mn.gov/statutes/cite/363A.28) by adopting and enforcing this workplace policy.

The filing of a complaint under this policy and any subsequent investigation does not suspend the one-year statute of limitations period under the Minnesota Human Rights Act for bringing a civil action or for filing a charge with the Commissioner of the Department of Human Rights.

 The disclaimer above is in reaction to [*Peterson v. City of Minneapolis*](https://scholar.google.com/scholar_case?case=15904033418955682248&q=Peterson+v.+City+of+Minneapolis&hl=en&as_sdt=4,24) 892 N.W. 2d 824 (Minn. 2017), in which the Minnesota Supreme Court held that the City’s Respect in the Workplace Policy is a “dispute resolution process” under [Minn. Stat. § 363A.28, subd. 3(b)](https://www.revisor.mn.gov/statutes/cite/363A.28), and that the parties voluntary engagement in that process suspended the one-year statute of limitations period under the Minnesota Human Rights Act for the duration of the process.

It is not clear whether a disclaimer will be legally valid.

As a result, cities should conduct prompt investigations under this policy and notify complainants when an investigation is complete.

## Section 15.06 Special Reporting Requirements

When the supervisor is perceived to be the cause of a disrespectful workplace behavior incident, a report will be made to the city administrator who will determine how to proceed in addressing the complaint as well as appropriate discipline.

If the city administrator is perceived to be the cause of a disrespectful workplace behavior incident, a report will be made to the city attorney who will confer with the mayor and City Council regarding appropriate investigation and action.

If a councilmember is perceived to be the cause of a disrespectful workplace behavior incident involving city personnel, the report will be made to the city administrator and referred to the city attorney.

In cases such as these, it is common for the city council to authorize an investigation by an independent investigator (consultant). The independent investigator will report their findings to the City Council. The city will take reasonable and timely action, depending on the circumstances of the situation.

Pending completion of the investigation, the city administrator may at their discretion take appropriate action to protect the alleged victim, other employees, or citizens.

If an elected or appointed city official (e.g., council member or commission member) is the victim of disrespectful workplace behavior, the city attorney will be consulted as to the appropriate course of action.

## Section 15.07 Confidentiality

A person reporting or witnessing a violation of this policy cannot be guaranteed anonymity. The person’s name and statements may have to be provided to the alleged offender. All complaints and investigative materials will be contained in a file separate from the involved employees’ personnel files. If disciplinary action does result from the investigation, the results of the disciplinary action will then become a part of the employee(s) personnel file(s).

## Section 15.08 Retaliation

Retaliation is strictly prohibited. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment. Individuals who report harassing conduct, participate in investigations, or take any other actions protected under federal or state employment discrimination laws will not be subject to retaliation.

Retaliation is broader than discrimination and includes, but is not limited to, any form of intimidation, reprisal or harassment. While each situation is very fact dependent, generally speaking retaliation can include a denial of a promotion, job benefits, or refusal to hire, discipline, negative performance evaluations or transfers to less prestigious or desirable work or work locations because an employee has engaged or may engage in activity in furtherance of EEO laws.

It can also include threats of reassignment, removal of supervisory responsibilities, filing civil action, deportation or other action with immigration authorities, disparagement to others or the media and making false report to government authorities because an employee has engaged or may engage in protected activities.

Any individual who retaliates against a person who testifies, assists, or participates in an investigation may be subject to disciplinary action up to and including termination.

If you feel retaliation is occurring within the workplace, please report your concern immediately to any of the following:

1. Immediate supervisor
2. Your supervisor’s manager
3. City administrator
4. Mayor or city councilmember
5. In the event an employee feels retaliation has occurred by the city administrator or the city council, then reporting may be made to the city attorney.

Supervisors who have been approached by employees with claims of retaliation will take the complaint seriously and promptly report the allegations promptly to the city administrator, or if the complaint is against the city administrator to the city attorney, who will decide how to proceed in addressing the complaint.

Consistent with the terms of applicable statutes and city personnel policies, the city may discipline any individual who retaliates against any person who reports alleged violations of this policy. The city may also discipline any individual who retaliates against any participant in an investigation, proceeding or hearing relating to the report of alleged violations.

# Article XVI. POSSESSION AND USE OF DANGEROUS WEAPONS

Possession or use of a dangerous weapon (see Article III for definitions) is prohibited on city property, in city vehicles, or in any personal vehicle which is being used for city business. This includes employees with valid permits to carry firearms.

The following exceptions to the dangerous weapons prohibition are as follows:

* Employees legally in possession of a firearm for which the employee holds a valid permit, if required, and said firearm is secured within an attended personal vehicle or concealed from view within a locked unattended personal vehicle while that person is working on city property.
* A person who is showing or transferring the weapon or firearm to a police officer as part of an investigation.
* Police officers and employees who are in possession of a weapon or firearm in the scope of their official duties.

# Article XVII. SEPARATION FROM SERVICE

## Section 17.01 Resignations

Employees wishing to leave the city service in good standing must provide a written resignation notice to their supervisor, at least ten working days before leaving.

Exempt employees must give thirty calendar days’ notice. The written resignation must state the effective date of the employee’s resignation.

Unauthorized absences from work for a period of three consecutive workdays may be considered as resignation without proper notice. Failure to comply with this procedure may be cause for denying the employee’s severance pay and any future employment with the city.

 In light of the [2021 *Hall v. City of Plainview Case*](https://casetext.com/case/hall-v-city-of-plainview-1), a city will want to review their separation payment language with their legal counsel prior to adoption to ensure the language is specific and clear regarding when payouts will or will not occur for separating employees. A general disclaimer is insufficient.

## Section 17.02 Severance Pay

Employees who leave the employ of the city in good standing by retirement or resignation will receive pay for 100 percent of unused accrued vacation (annual leave).

# Article XVIII. DISCIPLINE

## Section 18.01 General Policy

Supervisors are responsible for maintaining compliance with city standards of employee conduct. The objective of this policy is to establish a standard disciplinary process for employees of the city of \_\_\_\_\_\_\_\_\_\_. City employees will be subject to disciplinary action for failure to fulfill their duties and responsibilities at the level required, including observance of work rules and standards of conduct and applicable city policies.

Discipline will be administered in a non-discriminatory manner. An employee who believes that discipline applied was either unjust or disproportionate to the offense committed may pursue a remedy through the grievance procedures established in the city’s personnel policies. The supervisor and/or the city administrator will investigate any allegation on which disciplinary action might be based before any disciplinary action is taken.

## Section 18.02 No Contract Language Established

This policy is not to be construed as contractual terms and is intended to serve only as a guide for employment discipline.

## Section 18.03 Process

The city may elect to use progressive discipline, a system of escalating responses intended to correct the negative behavior rather than to punish the employee.

There may be circumstances that warrant deviation from the suggested order or where progressive discipline is not appropriate. Nothing in these personnel policies implies that any city employee has a contractual right or guarantee (also known as a property right) to the job they perform.

Documentation of disciplinary action taken will be placed in the employee’s personnel file with a copy provided to the employee. The following are descriptions of the types of disciplinary actions:

### Oral Reprimand

This measure will be used where informal discussions with the employee’s supervisor have not resolved the matter. All supervisors have the ability to issue oral reprimands without prior approval.

Oral reprimands are normally given for first infractions on minor offenses to clarify expectations and put the employee on notice the performance or behavior needs to change, and what the change must be. The supervisor will document the oral reprimand including date(s) and a summary of discussion and corrective action needed.

### Written Reprimand

A written reprimand is more serious and may follow an oral reprimand when the problem is not corrected, or the behavior has not consistently improved in a reasonable period of time.

Serious infractions may require skipping either the oral or written reprimand, or both. Written reprimands are issued by the supervisor with prior approval from the city administrator.

A written reprimand will: (1) state what happened; (2) state what should have happened; (3) identify the policy, directive or performance expectation that was not followed; (4) provide history, if any, on the issue; (5) state goals, including timetables, and expectations for the future; and (6) indicate consequences of recurrence.

Employees will be given a copy of the reprimand to sign acknowledging its receipt. An employees’ signature does not mean the employee agrees with the reprimand. Written reprimands will be placed in the employee’s personnel file.

### Suspension With or Without Pay

The city administrator may suspend an employee without pay for disciplinary reasons. Suspension without pay may be followed with immediate dismissal as deemed appropriate by the City Council, except in the case of veterans. Qualified veterans, who have completed their initial probationary period, will not be suspended without pay in conjunction with a termination.

The employee will be notified in writing of the reason for the suspension either prior to the suspension or shortly thereafter. A copy of the letter of suspension will be placed in the employee’s personnel file.

An employee may be suspended or placed on involuntary leave of absence pending an investigation of an allegation involving that employee. The leave may be with or without pay depending on a number of factors including the nature of the allegations. If the allegation is proven false after the investigation, the relevant written documents will be removed from the employee’s personnel file and the employee will receive any compensation and benefits due had the suspension not taken place.

### Demotion and/or Transfer

An employee may be demoted or transferred if attempts at resolving an issue have failed and the city administrator determines a demotion or transfer to be the best solution to the problem.

The employee must be qualified for the position to which they are being demoted or transferred. The City Council must approve this action.

### Salary

An employee’s salary increase may be withheld, or the salary may be decreased due to performance deficiencies.

### Dismissal

The city administrator, with the approval of the City Council, may dismiss an employee for substandard work performance, serious misconduct, or behavior not in keeping with city standards.

If the disciplinary action involves the removal of a qualified veteran, who has completed their initial probationary period, the appropriate hearing notice will be provided, and all rights will be afforded the veteran in accordance with Minnesota law.

# Article XIX. GRIEVANCE PROCEDURE

Any dispute between an employee and the city relative to the application, meaning or interpretation of these personnel policies will be settled in the following manner:

**Step 1:** The employee must present the grievance in writing, stating the nature of the grievance, the date at which the incident allegedly occurred, the facts on which it is based, the provision or provisions of the personnel policies allegedly violated, and the remedy requested, to the proper supervisor within twenty-one days after the alleged violation or dispute has occurred. The supervisor will respond to the employee in writing within seven calendar days.

**Step 2:** If the grievance has not been settled in accordance with Step 1, it must be presented in writing, stating the nature of the grievance, the date at which the incident allegedly occurred, the facts on which it is based, the provision or provisions of the Personnel Policies allegedly violated, and the remedy requested, by the employee to the city administrator within seven days after the supervisor’s response is due. The city administrator or their designee will respond to the employee in writing within seven calendar days.

The decision of the city administrator is final for all disputes with exception of those specific components in a performance evaluation subject to a challenge through the Minnesota Department of Administration.

## Section 19.01 Waiver

If a grievance is not presented within the time limits set forth above, it will be considered “waived.” If a grievance is not appealed to the next step in the specified time limit or any agreed extension thereof, it will be considered settled on the basis of the city’s last answer. If the city does not answer a grievance or an appeal within the specified time limits, the employee may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual agreement of the city and the employee without prejudice to either party.

The following actions are not grievable:

* While certain components of a performance evaluation, such as disputed facts reported to be incomplete or inaccurate are challengeable, other performance evaluation data, including subjective assessments, are not.
* Pay increases or lack thereof; and
* Merit pay awards.

The above list is not meant to be all inclusive or exhaustive.

# Article XX. EMPLOYEE EDUCATION & TRAINING

The city promotes staff development as an essential, ongoing function needed to maintain and improve cost effective quality service to residents. The purposes for staff development are to ensure employees develop and maintain the knowledge and skills necessary for effective job performance and to provide employees with an opportunity for job enrichment and mobility.

## Section 20.01 Policy

The city will pay for the costs of an employee’s participation in training and attendance at professional conferences, provided that attendance is approved in advance under the following criteria and procedures:

## Section 20.02 Job-Related Training & Conferences

The subject matter of the training session or conference is directly job-related and relevant to the performance of the employee’s work responsibilities. Responsibilities outlined in the job description, annual work program requirements and training goals and objectives developed for the employee will be considered in determining if the request is job-related.

CLE or similar courses taken by an employee in order to maintain licensing or other professional accreditation will not be eligible for payment under this policy unless the subject matter relates directly to the employee’s duties, even though the employee may be required to maintain such licensing or accreditation as a condition of employment with the city.

The supervisor and the city administrator are responsible for determining job-relatedness and approving or disapproving training and conference attendance.

## Section 20.03 Job-Related Meetings

Attendance at professional meetings costing $\_\_\_\_\_\_\_\_\_\_ or less and directly related to the performance of the employee’s work responsibilities do not require the approval of the city administrator. Advance supervisor approval is required to ensure adequate department coverage.

## Section 20.04 Request for Participation in Training & Conferences

The request for participation in a training session or conference must be submitted in writing to the employee’s supervisor on the appropriate form. All requests must include an estimate of the total cost (training session, travel, meals, etc.) and a statement of how the education or training is related to the performance of the employee’s work responsibilities with the city.

Requests totaling more than $\_\_\_\_\_\_\_\_\_\_ must be approved by the employee’s supervisor and the city administrator. Documentation approving conference or training attendance will be provided to the employee with a copy placed in the employee’s personnel file.

Payment information such as invoices, billing statements, etc., regarding the conference or training should be forwarded to accounting for prompt payment.

## Section 20.05 Out of State Travel

 Cities will want to also refer to the Minnesota Office of the State Auditor Statement of Position: <https://www.osa.state.mn.us/media/z40h41xb/travel_0705_statement.pdf>

Attendance at training or conferences out of state is approved only if the training or conference is not available locally. All requests for out of state travel are reviewed for approval/disapproval by the city administrator.

## Section 20.06 Not to Exceed Figure

Payment of training and/or conference expenses must not exceed $\_\_\_\_\_\_\_\_\_\_ per employee per fiscal year, excluding travel and subsistence costs. Exceptions must receive approval by the City Council.

## Section 20.07 Compensation for Travel & Training Time

Time spent traveling to and from, as well as time spent attending a training session or conference, will be compensated in accordance with the federal Fair Labor Standards Act.

Travel and other related training expenses will be reimbursed subject to the employee providing necessary receipts and appropriate documentation.

## Section 20.08 Memberships and Dues

The purpose of memberships to various professional organizations must be directly related to the betterment of the services of the city. Normally, one city membership per agency, as determined by the city administrator is allowed, providing funds are available.

Upon separation of employment, individual memberships remain with the city and are transferred to another employee by the supervisor.

## Section 20.09 Travel & Meal Allowance

If employees are required to travel outside of the area in performance of their duties as a city employee, they will receive reimbursement of expenses for meals, lodging and necessary expenses incurred. In no case will city funds be used to pay for, or reimburse, for events sponsored by or affiliated with political parties.

The city will not reimburse employees for meals connected with training or meetings within city limits, unless the training or meeting is held as a breakfast, lunch or dinner meeting. The city will also not reimburse employees for the costs for travel of family members.

Employees who find it necessary to use their private automobiles for city travel and who do not receive a car allowance will be reimbursed at the prevailing mileage rate as established by the City Council, not to exceed the allowable IRS rate.

Expenses for meals, including sales tax and gratuity, will be reimbursed according to this policy. No reimbursement will be made for alcoholic beverages. Meal expenses of $\_\_\_\_\_\_\_\_\_\_ per day will be allowed.

A full reimbursement, over the maximum defined, may be authorized if a lower cost meal is not available when attending banquets, training sessions, or meetings of professional organizations.

# Article XXI. OUTSIDE EMPLOYMENT

The potential for conflicts of interest is lessened when individuals employed by the city of \_\_\_\_\_\_\_\_\_\_ regard the city as their primary employment responsibility. All outside employment is to be reported to the employee’s immediate supervisor. If a potential conflict exists based on this policy or any other consideration, the supervisor will consult with the city administrator.

Any city employee accepting employment in an outside position determined by the city administrator to be in conflict with the employee’s city job will be required to resign from the outside employment or may be subject to discipline up to and including termination.

For the purpose of this policy, outside employment refers to any non-city employment or consulting work for which an employee receives compensation, except for compensation received in conjunction with military service or holding a political office or an appointment to a government board or commission compatible with city employment. The following is to be considered when determining if outside employment is acceptable:

* Outside employment must not interfere with a full-time employee’s availability during the city’s regular hours of operation or with a part-time employee’s regular work schedule.
* Outside employment must not interfere with the employee’s ability to fulfill the essential requirements of their position.
* The employee must not use city equipment, resources or staff in the course of the outside employment.
* The employee must not violate any city personnel policies as a result of outside employment.
* The employee must not receive compensation from another individual or employer for services performed during hours for which they are also being compensated by the city. Work performed for others while on approved vacation or compensatory time is not a violation of policy unless that work creates the appearance of a conflict of interest.
* Departments may establish more specific policies as appropriate, subject to the approval of the city administrator.

City employees are not permitted to accept outside employment that creates either the appearance of or the potential for a conflict with the development, administration or implementation of policies, programs, services or any other operational aspect of the city.

# Article XXII. DRUG FREE WORKPLACE

In accordance with federal law, the city of \_\_\_\_\_\_\_\_\_\_ has adopted the following policy on drugs in the workplace:

A. Employees are expected and required to report to work on time and in appropriate mental and physical condition. It is the city’s intent and obligation to provide a drug-free, safe and secure work environment.

B. The unlawful manufacture, distribution, possession, or use of drugs on city property or while conducting city business is absolutely prohibited. Violations of this policy will result in disciplinary action, up to and including termination, and may have legal consequences.

C. The city recognizes drug abuse as a potential health, safety, and security problem. Employees needing help in dealing with such problems are encouraged to use their health insurance plans, as appropriate.

D. Employees must, as a condition of employment, abide by the terms of this policy and must report any conviction under a criminal drug statute for violations occurring on or off work premises while conducting city business. A report of the conviction must be made within five days after the conviction as required by the Drug-Free Workplace Act of 1988.

 Note: If the city employs commercial motor vehicle drivers subject to DOT drug and alcohol testing rules and/or if it is interested in conducting Non-DOT testing, which is subject to special rules and restrictions under Minnesota law, please refer to LMC information memo “[Drug and Alcohol Testing Toolkit for the City Workplace](https://www.lmc.org/wp-content/uploads/documents/Drug-and-Alcohol-Testing-Toolkit.pdf)” and its Model Policies on “[DOT Drug and Alcohol Testing for Commercial Drivers](https://www.lmc.org/wp-content/uploads/documents/DOT-Drug-and-Alcohol-Testing.docx)” and “[Non-DOT Drug and Alcohol Testing and the Drug-Free Workplace Act](https://www.lmc.org/wp-content/uploads/documents/Non-DOT-Drug-Testing-and-Drug-Free-Workplace.docx).”

# Article XXIII. CITY DRIVING POLICY

This policy applies to all employees who drive a vehicle on city business at least once per month, whether driving a city-owned vehicle or their own personal vehicle. It also applies to employees who drive less frequently but whose ability to drive is essential to their job due to the emergency nature of the job. The city expects all employees who are required to drive as part of their job to drive safely and legally while on city business and to maintain a good driving record.

The city will examine driving records once per year for all employees who are covered by this policy to determine compliance with this policy. Employees who lose their driver’s license or receive restrictions on their license are required to notify their immediate supervisor on the first workday after any temporary, pending or permanent action is taken on their license and to keep their supervisor informed of any changes thereafter. The city will determine appropriate action on a case-by-case basis.

# Article XXIV. CELLULAR PHONE USE

This policy is intended to define acceptable and unacceptable uses of city issued cellular telephones. Its application is to ensure cellular phone usage is consistent with the best interests of the city without unnecessary restriction of employees in the conduct of their duties.

This policy will be implemented to prevent the improper use or abuse of cellular phones and to ensure city employees exercise the highest standards of propriety in their use.

## Section 24.01 General Policy

Cellular telephones are intended for the use of city employees in the conduct of their work for the city.

Supervisors are responsible for the cellular telephones assigned to their employees and will exercise discretion in their use. Nothing in this policy will limit supervisor discretion to allow reasonable and prudent personal use of such telephones or equipment provided:

* Its use in no way limits the conduct of work of the employee or other employees.
* No personal profit is gained, or outside employment is served.
* All employees are expected to follow applicable local, state, and federal laws and regulations regarding the use of cellphones at all times. Employees whose job responsibilities include regular or occasional driving and who are issued a cellphone for business use are expected to refrain from using their phone while driving. Safety must come before all other concerns. Regardless of the circumstances and in accordance with Minnesota law, employees are required to use hands-free operations or pull off into a parking lot and safely stop the vehicle before placing or accepting a call. Employees are encouraged to refrain from discussion of complicated or emotional matters and to keep their eyes on the road while driving at all times.

Special care should be taken in situations where there is traffic or inclement weather, or the employee is driving in an unfamiliar area. Hands-free equipment will be provided with city-issued phones to facilitate the provisions of this policy.

* Reading/sending text messages, making or receiving phone calls, emailing, video calling, scrolling/typing, accessing a webpage, or using non-navigation applications while driving is strictly prohibited.
  + In accordance with State law, there is an exception to hands free cell phone operations to obtain emergency assistance to report a traffic accident, medical emergency or serious traffic hazard or prevent a crime from being committed. There is also a state law exception for authorized emergency vehicles while in the performance of official duties.
* Employees who are charged with traffic violations resulting from the use of their phone while driving will be solely responsible for all liabilities that result from such actions. See above “City Driving Policy” for more information on reporting driver’s license restrictions”.

 Cities will also want to be mindful of an existing 2012 Federal Motor Carrier Hands Free law restricting the use of all hand-held mobile devices for drivers of commercial motor vehicles: <https://www.fmcsa.dot.gov/driver-safety/distracted-driving/mobile-phone-restrictions-fact-sheet>

 Alternatively, a supervisor may authorize an employee to use his/her own personal phone for city business and be reimbursed by the city for those calls.

 Regardless of who pays the bill, cell phone records about city business are subject to the Minnesota Government Data Practices Act.

What this means is that if a request were received, the city would be under the obligation to determine what information is public data and what information is private data and would need access to the employee’s phone records and possibly the phone itself in order to provide the data being requested.

Therefore, the best practice is to limit usage of personal cell phones for city business to that which is truly necessary or be prepared to produce your cell phone and the associated records if needed.

An employee will not be reimbursed for business-related calls without prior authorization from their supervisor. Supervisors may also prohibit employees from carrying their own personal cell phones during working hours if it interferes with the performance of their job duties.

Use of public resources by city employees for personal gain and/or private use including, but not limited to, outside employment or political campaign purposes, is prohibited and subject to disciplinary action which may include termination and/or criminal prosecution, depending on the circumstances. Incidental and occasional personal use may be permitted with the consent of the supervisor.

Personal calls will be made or received only when absolutely necessary. Such calls must not interfere with working operations and are to be completed as quickly as possible.

In cases where the city does not regard accounting for personal calls to be unreasonable or administratively impractical due to the minimal cost involved, personal calls made by employees on a city-provided cellular phone must be paid for by the employee through reimbursement to the city based on actual cost listed on the city’s phone bill.

## Section 24.02 Procedures

It is the objective of the city of \_\_\_\_\_\_\_\_\_\_ to prevent and correct any abuse or misuse of cellular telephones through the application of this policy. Employees who abuse or misuse such telephones may be subject to disciplinary action.

## Section 24.03 Responsibility

The city administrator, or designee, will have primary responsibility for implementation and coordination of this policy. All supervisors will be responsible for enforcement within their departments.

# Article XXV. SAFETY

The health and safety of each employee of the city and the prevention of occupational injuries and illnesses are of primary importance to the city.

To the greatest degree possible, management will maintain an environment free from unnecessary hazards and will establish safety policies and procedures for each department. Adherence to these policies is the responsibility of each employee. Overall administration of this policy is the responsibility of each supervisor.

## Section 25.01 Reporting Accidents and Illnesses

Both Minnesota workers’ compensation laws and the state and federal Occupational Safety and Health Acts require all on the job injuries and illnesses be reported as soon as possible by the employee, or on behalf of the injured or ill employee, to their supervisor. The employee’s immediate supervisor is required to complete a First Report of Injury and any other forms necessary related to an injury or illness on the job.

## Section 25.02 Safety Equipment/Gear

Where safety equipment is required by federal, state, or local rules and regulations, it is a condition of employment that such equipment be worn by the employee.

## Section 25.03 Unsafe Behavior

Supervisors are authorized to send an employee home immediately when the employee’s behavior violates the city’s personnel policies, department policies, or creates a potential health or safety issue for the employee or others.

## Section 25.04 Access to Gender-Segregated Activities and Areas

With respect to all restrooms, locker rooms or changing facilities, employees will have access to facilities corresponding to their affirmed gender identity, regardless of their sex at birth. The city maintains separate restroom and/or changing facilities for male and female employees and allows employees to access them based on their gender identity.

In any gender‐segregated facility, any employee who is uncomfortable using a shared facility, regardless of the reason, will, upon the employee’s request, be provided with an appropriate alternative. This may include, for example, addition of a privacy partition or curtain, provision to use a nearby private restroom or office, or a separate changing schedule. However, the city will not require a transgender or gender diverse employee to use a separate, nonintegrated space, unless requested by the transgender or gender diverse employee, because it may publicly identify or marginalize the employee as transgender.

Under no circumstances may employees be required to use sex‐segregated facilities inconsistent with their gender identity.

 Note: This model language is based on the EEOC’s Fact Sheet on Bathroom Access Rights for Transgender Employees Under Title VII of the Civil Rights Act of 1964, which reflects the EEOC’s regulatory enforcement actions as well as a 4th Circuit Court of Appeals case where the court afforded deference to the agency’s interpretation. Because this in an evolving area of law, in drafting language like this, it is important to consult with your city attorney.