

**RESOLUTION NO.
2021**

A RESOLUTION PROVIDING FOR THE ADOPTION OF A REVISION TO MULTIPLE SECTIONS OF THE PERSONNEL POLICIES AND PROCEDURES, 2018 EDITION, FOR THE CITY OF GARDNER, KANSAS.

WHEREAS, the City of Gardner now deems it advisable to update uniform personnel policies and procedures for employees of the City of Gardner; and

WHEREAS, it is the intent of the City Council of the City of Gardner to revise Sections 2-104.14.3 and Section 5-106.9.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF GARDNER, KANSAS, AS FOLLOWS:

SECTION ONE: Section 2-104.14.3 and Section 5-106.9 are revised as provided for in the attached Personnel Policies.

SECTION TWO: These updated Personnel Policies and Procedures, 2018 Edition, supersede any rules, regulations or policies in conflict herewith, and

SECTION THREE: The Resolution shall take effect and be in full force from and after its adoption by the Governing Body of the City of Gardner on May 6, 2019

ADOPTED BY THE Governing Body of the City of Gardner, Kansas, this 6th day of May, 2019

SIGNED by the Mayor on this 6th day of May 2019.

CITY OF GARDNER, KANSAS

(SEAL)

Steve Shute, Mayor

Attest:

Sharon Rose, City Clerk

Approved as to form: _____
Ryan B. Denk, City Attorney

5-106.9 PLANT OPERATOR AND POLICE OFFICER INCREASES WITHIN PAYGRADE

Plant Operators working within the Water and Waste Water Plants have the opportunity to obtain four levels of Certification. The employee must attain competency through study, training, on-the-job experience and passing a written test. When an employee receives a higher level Water or Wastewater Certification they will receive a 5% pay increase while remaining within the same paygrade. Any part of the increase that would be above the top of the assigned paygrade would be received as a lump sum payment.

Police Officers who have at least five (5) years' experience and who received at least a ~~an Exceptional~~ **High Quality** performance rating on their last annual performance evaluation may have their title changed from a Police Officer to a Police Officer II. Upon the title change, they will receive a five (5) percent pay increase while remaining within the same paygrade. Any part of the increase that would be above the top of the assigned paygrade would be received as a lump sum payment.

2-104.14.3 Longevity Bonus

All full-time and part-time employees of the City shall receive an annual longevity bonus of either **two dollars (\$2.00)** ~~one dollar (\$1.00)~~ per month of continuous service, counting the month of hire through the end of the current calendar year, or a minimum of **one-hundred dollars** ~~fifty dollars~~, whichever is greater. Longevity bonuses will be distributed by December 31 of each year and will be issued only to those employees currently on payroll at the time of issuance. Longevity bonuses are dependent on budgetary resources and this provision does not constitute a guarantee that bonuses will be issued.