

DATE SUBMITTED 02/27/2023
 SUBMITTED BY City Manager's Office
 DATE ACTION REQUIRED 03/01/2023

COUNCIL ACTION (x)
 PUBLIC HEARING REQUIRED ()
 RESOLUTION ()
 ORDINANCE 1ST READING ()
 ORDINANCE 2ND READING ()
 CITY CLERK'S INITIALS ()

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

SUBJECT:	DISCUSSION/ACTION: 1. Approve Resolution No. 2023-09 Resolution of the Imperial City Council establishing as At-Will Personnel Positions.		
	DEPARTMENT INVOLVED: <u> Human Resources Department </u>		
	BACKGROUND/SUMMARY: Approval of Resolution No. 2023-09 will make executive level positions (classified as Executive Management, Range 102 and above) at-will employees for incoming and promotional employees entering these positions. Approval of this resolution will promote efficiency and effectiveness for the services provided by the City of Imperial and attract and maintain skilled career professionals to meet the organizational needs of the City.		
FISCAL IMPACT: NOT TO EXCEED	FINANCE INITIALS	There is no fiscal impact associated with this action.	<u> YQ </u>
STAFF RECOMMENDATION:	DEPT. INITIALS	Recommendation to approve and adopt Resolution 2023-09	<u> KWS </u>
MANAGER'S RECOMMENDATION:	CITY MANAGER'S INITIALS	Approve Staff Recommendation	<u> CB </u>
MOTION:	SECONDED: APPROVED () REJECTED () AYES: DISAPPROVED () DEFERRED () NAYES: ABSENT: REFERRED TO:		

RESOLUTION NO. 2023-09

**RESOLUTION OF THE IMPERIAL CITY COUNCIL
ESTABLISHING AT-WILL PERSONNEL POSITIONS**

WHEREAS, the City Council wishes to promote efficiency and effectiveness for the services provided by the City of Imperial; and

WHEREAS, it is the intent of the City Council to attract and maintain skilled career professionals to meet the organizational needs of the City; and

WHEREAS, the City Council desires to make all incoming executive level positions (classified as Executive Management, Range 102 and above) at-will employees; and

WHEREAS, effective immediately, all incoming employees entering the positions of Administrative Services Director, Assistant City Manager, Community Development Director, Community Services Director, Information Technology Director, Parks Director, and Public Services Director at or above MSPC Range 102 above shall be at-will employees.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. The above-referenced recitals are true and correct and are incorporated herein.
2. The City Council hereby establishes that all City of Imperial positions at or above MSPC Range 102 shall be at-will employees, serving at the pleasure of the City Manager.
3. The City Council determines that no employees currently holding a position of MSPC Range 102 shall be changed to at-will employment status, but incoming or promoted employees at such level shall be at-will.
4. This Resolution shall supersede any conflicting statements, procedures or policies set forth in any previously adopted City of Imperial Resolution or City of Imperial Policy.

APPROVED, PASSED AND ADOPTED, at the special meeting of the City Council this 1st day of March, 2023.

AYES:

NOES:

ABSTAIN:

ABSENT:

Katherine Burnworth, Mayor

ATTEST:

City Clerk