

BILL NO. _____

RESOLUTION NO. _____

A RESOLUTION AFFIRMING THE CITY COUNCIL'S ADHERENCE TO CERTAIN PROVISIONS OF THE CITY'S PERSONNEL POLICIES AND PROCEDURES AS WELL AS CERTAIN ADMINISTRATIVE POLICIES OF THE CITY OF INDEPENDENCE.

WHEREAS, Section 2.1 of the City Charter establishes the City Council; and,

WHEREAS, Section 5.1(2) of the City Charter states that "Councilmembers, board members, and employees, recognizing that the public interest is their primary concern, shall faithfully discharge their official duties regardless of personal considerations; and,

WHEREAS, Section 3.30(1)(a) of the City Charter holds that "Councilmembers, the city clerk, the management auditor, and such other personnel as may be elected or appointed by the council," constitute, in part, the unclassified service category of the City of Independence; and,

WHEREAS, the City's Personnel Policies and Procedures, which are used to supplement, interpret, and otherwise implement necessary regulations related to employees, states in Article II (C) that "these personnel policies and procedures will be applicable to all employees in the Classified and Unclassified Services;" and,

WHEREAS, the City of Independence has further developed and adopted certain Administrative Policies to provide for a safe, efficient, effective, and protective work environment.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF INDEPENDENCE, MISSOURI AS FOLLOWS:

SECTION 1. That the City Council acknowledges and agrees to abide by the following provisions of the Personnel Policies and Procedures:

- Article II. General Provisions, G. Equal Employment Opportunity Policy, 2. Sexual Harassment Prohibited
- Article II. General Provisions, G. Equal Employment Opportunity Policy, 3. Other Harassment Prohibited

SECTION 2. That the City Council acknowledges and agrees to abide by the following provisions of the City's Administrative Policies:

- AP-00-04: Internal Investigation of Sexual Harassment, Harassment, and Discrimination Complaints
- AP-99-02: Workplace Violence

SECTION 3. That to the extent any of the policies stated herein contain language or provisions that are inapplicable to City Council members or inconsistent with the City Charter or City Code as they relate to City Council members, then such language or provisions shall not be agreed to or complied with.

SECTION 4. That as part of the onboarding process for new City Council members, they shall be provided with and requested to sign an acknowledgement of the policies stated herein. The City Clerk is directed to submit a report to the City Council at the completion of the onboarding of new City Council members that states which members did and did not sign an acknowledgment of the policies stated herein.

SECTION 5. That any time the policies stated herein are revised, City Council members shall be provided with the revised policies and requested to sign an acknowledgment of them. Following the distribution of revised policies, the City Clerk is directed to submit a report to the City Council that states which members did and did not sign an acknowledgment of the revised policies.

SECTION 6. That any alleged violation of the policies stated herein by a member of the City Council shall be submitted to the City Counselor, who shall retain a neutral third-party to investigate said allegations. Upon the completion of the third-party investigation, the City Counselor shall submit the findings to the City Council for the body to take appropriate action consistent with the City Charter and City Code.

SECTION 7. That the City Council, pursuant to City Charter Section 2.16, Council: Rules of Procedure, may amend its Rules of Procedure to be consistent with this resolution.

PASSED THIS _____ DAY OF _____, 2022, BY THE CITY COUNCIL OF THE CITY OF INDEPENDENCE, MISSOURI.

Presiding Officer of the City Council
of the City of Independence, Missouri

ATTEST:

City Clerk

APPROVED AS TO FORM AND LEGALITY:

City Counselor

REVIEWED BY:
