

The City Manager will not cause or allow working conditions that are disrespectful, unsafe, disorganized, unclear and/or in conflict with The City's RISE principles.

Further, without limiting the scope of the above statement, the City Manager will not:

- 1 Operate without sufficient, written personnel policies and procedures to clarify expectations and working conditions, provide for effective handling of grievances, and protect against wrongful conditions
- 2 Permit employees to be uninformed regarding the performance expectations by which they will be assessed
- 3 Allow circumstances in which diversity is not respected
- 4 Allow those qualified for positions to face unreasonable barriers due to unrelated disabilities
- 5 Operate without an employee recognition and appreciation program
- 6 Allow employees to be unprotected from liability

Document History:

Policy Adopted	September 3, 2013
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Administrative Revisions:

Date:	Description:
October 17, 2017	Updated to current format.