

RESOLUTION NO. 1342-26

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF PAGE, COCONINO COUNTY, ARIZONA, AMENDING CERTAIN PROVISIONS OF THE PERSONNEL RULES OF THE CITY OF PAGE.

WHEREAS, the Page City Code §33.42 Rules and Regulations, provides that the City's Personnel Rules may be amended from time to time; and

WHEREAS, the City Council desires now to update §§2.9 and 4.12 of the Personnel Rules.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF PAGE, COCONINO COUNTY, ARIZONA, as follows:

Section 1. The following revisions are hereby approved and conforming modifications shall be made to §2.9 of the Personnel Rules:

SECTION 2.9 PROHIBITION OF EMPLOYEE SUPERVISION BY A RELATIVE

- A. In addition to any restrictions or prohibitions placed upon the employment or relatives by the State of Arizona (e.g. ARS 38-481), the City of Page will not accept applications for employment or promotion when the applicant would be supervised by a person related by blood, marriage or adoption ("family member"). No elected or appointed officer, department head, supervisor or employee shall advocate or cause the employment, appointment, promotion, transfer, or advancement of a family member to an office or position of the City. No elected or appointed officer, department head or supervisor shall supervise or manage a family member.**
- B. If, after employment, two employees within a direct chain of command, including peers, supervisor/employee, etc., become relatives or enter a consensual sexual or romantic relationship, the City will attempt to accommodate this newly-created relationship if such accommodation can be done without negatively impacting City operations, or violating the law. Efforts to accommodate the relationship may include, but not be limited to, assigning the employees to work different shifts, assigning different City of Page Personnel Rules 9 Revised August 13, 2025 supervisors to each employee, reassigning the employees so that one does not supervise the other, etc.**
 - 1. Employees in the same chain of command who begin or who are contemplating entering into a familial or consensual sexual or romantic relationship with another employee as defined by this policy must immediately notify their supervisor in order for the City to determine if and how such relationship may be accommodated pursuant to this policy. This policy applies to new hires at the time of employment.**
 - 2. On a case-by-case basis, the City Manager or designee will determine which, if any, efforts to accommodate a newly-created relationship can be undertaken, and will inform the affected employees of the decision. If the City Manager determines that the City cannot accommodate the new**

relationship between the employees, then one or more of the employees shall be transferred to a vacant position in a different department or division for which the employee(s) are qualified and able to perform the duties thereof. Compensation will be adjusted accordingly. If there is no immediately vacant position to which either employee may be transferred, then one of the employees, as determined by the City Manager, will be laid-off.

- 3. Exceptions. The City Manager may grant an exception to the prohibition on hiring or promoting a family member if there is no other qualified person for the position at the location. In such circumstances, the City Manager will ensure that the employee is not supervised solely by the family member.

Section 2. The following modification is hereby approved to be added to §4.12 of the Personnel Rules:

After Hours or Weekend Call Out is:

Paid for actual time worked to the nearest 15 minutes with a two hour minimum.

Call out is subject to overtime.

Section 3. All resolutions or rules or parts thereof in conflict with the provisions of this Resolution are hereby repealed.

Section 4. The City Clerk is hereby authorized to correct typographical and grammatical errors, as well as errors of wording and punctuation, as necessary; and the City Clerk is authorized to make formatting changes needed for purposes of clarity and form, if required.

PASSED AND ADOPTED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF PAGE, COCONINO COUNTY, ARIZONA this 27th day of May, 2026, by the following vote:

Ayes 6
Nays 1
Abstentions 0
Absent 0



CITY OF PAGE

By Steven R. Kichener
Mayor

ATTEST:

[Signature]
CITY CLERK

APPROVED AS TO FORM:

[Signature]
CITY ATTORNEY