



## Legislation Text

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**File #:** 26-0674, **Version:** 1

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### Resolution Directing the City to Conduct a Comprehensive Review of Temporary and Seasonal Position Classifications and Contracted Work

Whereas, The City of Ann Arbor utilizes a mix of contractors, temporary and seasonal employees to meet short-term operational needs, manage peak workloads, and provide coverage during extended employee absences;

Whereas, The City is committed to ensuring all positions are classified correctly in compliance with federal and state laws, and City policy;

Whereas, The proper classification of positions is important to ensure employees receive the correct pay, benefits, and for maintaining a diverse and transparent work environment;

Whereas, It is important to periodically review whether positions currently classified as temporary or seasonal have become permanent in nature due to changes in operations, staffing levels, or to meet other business needs; and

Whereas, It is similarly important to review whether work contracted out could be performed by existing employee classifications and still meet operational needs;

RESOLVED, That City Council recognizes the City Administrator's ongoing efforts to review whether work contracted out could be performed by City employees and the use and classification of temporary and seasonal positions across the City to ensure alignment with operational needs, applicable laws, City policy, and collective bargaining obligations;

RESOLVED, That such review will continue to analyze the broader workforce planning and operational needs of the City to determine whether any work being contracted out, and/or temporary or seasonal positions warrant reclassification to regular status based on duties, operational need, responsibility, duration, etcetera; and

RESOLVED, That the City Administrator shall, within six (6) months, provide an update to City Council outlining the findings to date of the comprehensive review, including any recommendations for creating new or reclassifying existing positions to regular status and the financial impact of such reclassifications.

Approved by: Budget and Labor Committee

Sponsored by: Mayor Taylor and Councilmembers Harrison, Radina, Eyer, Akmon, Watson and Briggs