



CITY COUNCIL STAFF REPORT

ITEM NO. 6.6

DATE: December 8, 2025

TO: Honorable Mayor and City Council

FROM: Tina Olson, Administrative Services Director

SUBJECT: Resolution amending Resolution No. 94-55 of the City of Livermore Personnel Rules and Regulations to modify conditions for reinstatement to City service under section 8.08.

RECOMMENDED ACTION

Staff recommends the City Council adopt a resolution amending Resolution No. 94-55 of the City of Livermore Personnel Rules and Regulations, Section 8.08, to modify the conditions regarding employee eligibility for reinstatement to City service.

DECISION TYPE

Administrative

SUMMARY

Section 8.08 of the City of Livermore Personnel Rules and Regulations allow a regular employee who has resigned in good standing the ability to be considered for appointment to a vacant position of the same or comparable class as was vacated within one year of the effective date of resignation. These changes modify what such employees are entitled to upon reinstatement.

DISCUSSION

The revised language included in Attachment 1 - Redlined Section 8.08 of the Personnel Rules and Regulations, is intended to modify what an employee is eligible for upon reinstatement.

Currently, reinstated employees do not receive credit for their previous time worked when calculating their leave accrual rate. The new language will allow reinstated employees to receive credit for their prior service when determining their leave accrual rate.

Additionally, the previous use of the term "other benefits" included the retiree health benefit, which meant that a reinstated employee would lose eligibility for it upon reinstatement. Under the new language, employees who were previously eligible for the benefit, will remain eligible upon reinstatement.

These changes acknowledge the prior experience of qualified former employees who resigned in good standing, allowing them to return and support operational continuity.

FISCAL AND ADMINISTRATIVE IMPACTS

There are no fiscal or administrative impacts associated with the proposed revisions.

COMMUNITY PILLAR

5: A City that Works

GOAL

8: Attract, develop, engage, and retain a diverse and highly skilled workforce across the organization

ATTACHMENTS

1. Redlined Section 8.08 of the Personnel Rules and Regulations
2. Resolution

Prepared by: Kristen Hilton
Human Resource Manager

Approved by:



Marianna A. Burch
City Manager

Fiscal Review by:



Tina Olson
Administrative Services Director