



3. Issue other supplemental personnel directives as are necessary for the effective implementation of this chapter, policies, or rules and regulations stated in this chapter or adopted pursuant to this chapter;
4. Recommend changes to this chapter or to the Personnel Policy to the Council for their consideration. Recommendations may include, but are not necessarily limited to:
  - a. The classification of all city positions, based on duties, authority, responsibility, working conditions, know-how, and accountability of each position whenever warranted by changed circumstances,
  - b. A pay range for each position,
  - c. Methods for determining the merit and fitness of candidates for appointment or promotion,
  - d. Policies and procedures regulating reduction in force, demotions, transfers, removal, separation, or discharge of employees,
  - e. Hours of work, standards of conduct, probationary period requirements, attendance regulations, and provisions for sick, vacation, and other types of leave,
  - f. Policies and procedures governing persons holding provisional appointments,
  - g. Policies and procedures governing employee-management relationships,
  - h. Policies regarding of training and education programs,
  - i. Other practices and procedures necessary for the administration of the personnel system;
5. Recommend to the council contractual arrangements with any qualified person or agency for the performance of such technical services as may be desired in the establishment and operation of the personnel system.

**4.04.040 Appeal Board**

1. There is hereby created an Appeal Board, which shall consist of the Mayor and the City Council and which will be chaired by the Mayor.
2. Any employee afforded merit protection under this chapter shall be entitled to appeal discharge (termination), involuntary transfer to another position with less remuneration (demotion), or suspension without pay for more than two days, to the Appeal Board. The procedures for an appeal shall be set forth in the Spanish Fork City Personnel Policy Manual. Exhaustion of all appeal procedures set forth in the Personnel Policy Manual shall be a prerequisite to filing an appeal with the Appeal Board, including meeting all time deadlines.

**4.04.050 Compliance with Federal and State Law - Liabilities - Legality**

- A. Nothing in this chapter, or in the rules and regulations developed under this chapter, shall in any way conflict with any federal or state laws, rules, regulations or requirements which are or may become binding on the City because of either the statutory existence of such laws and regulations or contracts into which the City has entered or may enter with other units of government.
  - B. All officers and employees of the City, whether elected or appointed, shall not be held personally liable for any decisions made under this chapter where such decisions and the results thereof are determined to be in conflict with state, federal or other statutory requirements, except where such decision is an intentional violation of state, federal, or other statutory requirement.
  - C. Should any part of this chapter be subsequently declared illegal, the Council declares that all other provisions and remaining parts of the chapter, notwithstanding such illegality of a part, shall remain in effect.
- (Ord. No. 07-12 Amended 05/15/2012)

**Chapter 4.08                    Volunteer Firefighter Retirement****4.08.010    Funding of Retirement System****4.08.020    Management of Fund****4.08.030    Retirement Qualifications****4.08.040    Retirement Benefit****4.08.010    Funding of Retirement System**

Spanish Fork City shall budget for and fund on a yearly basis a fund used for providing the qualified volunteer firefighters of the City with retirement benefits.

**4.08.020    Management of Fund**

The volunteer firefighter retirement fund shall be managed by the city finance director. The fund shall be funded and managed in such a manner so as to be actuarially sound in order to provide the benefits provided for herein.

**4.08.030    Retirement Qualifications**

In order to qualify to receive the retirement benefits as provided for herein, a firefighter shall have 20 years of service and be at least 62 years of age.

**4.08.040    Retirement Benefit**

The retirement benefit provided to each qualified firefighter shall be in the amount of \$106.00 per month through December, 2013. Commencing January 2014, the monthly amount shall increase to \$109.00 and shall increase in January each year thereafter by the monthly amount of \$3.00 until the retirement benefit amount reaches \$130.00 per month

(Ord. No. 06-94, Amended 02/16/1994)

(Ord. No. 10-01, Amended 11/06/2001)

(Ord. No. 16-11, Amended 12/06/2011)

(Ord. No. 02-13, Amended 02/05/2013)

**4.08.050    Creation of Board**

(Ord. 05-07, Repealed 02/20/2007)

**4.08.060    Function of Board**

(Ord. 05-07, Repealed 02/20/ 2007)

**4.08.070    Board Members**

(Ord. 05-07, Repealed 02/20/ 2007)

**4.08.080    Appointments and Terms of Office**

(Ord. 05-07, Repealed 02/ 20/2007)

**4.08.090    Compensation**

(Ord. 05-07, Repealed 02/ 20/2007)