City Code (Section 25-16.03 through 25-16.05)

25-16.03 Employee Rights
a. Except as otherwise provided by law or by these regulations, City employees shall have the right to form, join and participate in the activities of employee organizations of their own choosing. Employees shall also have the right to refuse to join or participate in the activities of such organizations.

b. Neither the City nor any employee organization shall interfere with, intimidate, restrain, coerce or discriminate against any employee in the exercise of these rights.

c. Nothing in these Rules are intended to deny any employee of their rights under applicable laws.

25-16.04 City Rights
The City retains all of its powers and authority to manage municipal services and the work force performing those services including, but not limited to the following exclusive rights to:

a. Determine and modify the organization of City government and its constituent work units;

b. Determine the nature, standards, levels, and mode of delivery of services to be offered to the public;

c. Determine the methods, means, and numbers and kinds of personnel by which services are to be provided;

d. Determine whether goods or services shall be made or provided by the City, or shall be purchased or contracted for;

e. Direct employees, including scheduling and assigning work, work hours, and overtime, subject to any restriction(s) contained explicitly in the appropriate memorandum of understanding;

f. Establish employee performance standards and require compliance therewith;

g. Discharge, suspend, demote, reduce in pay, reprimand, withhold salary increases and benefits, or otherwise discipline employees subject to the requirements of applicable law;

h. Relieve employees of duty for any legitimate reason;

i. Implement rules, regulations, and directives consistent with law;

j. Take all necessary actions to protect the public and carry out its mission in emergencies;

k. Manage its operations;
I. Exclude from the meet and confer process any subject preempted by federal or state law.

25-16.05 Rights of Employee Organizations

a. Recognized employee organizations shall have the right, except as otherwise provided in these regulations, to represent employees within the appropriate bargaining unit concerning matters within the scope of representation.

b. Not more than five (5) employee representatives, excluding legal counsel, of recognized employee organizations shall be allowed reasonable time off without loss of compensation or other benefits when formally meeting with City representatives on matters within the scope of representation. This shall not be construed to provide compensation and benefits to employees who attend or participate in such activities during their off-duty time.