



City Council Weekly Information Packet

Friday, September 3, 2021

Includes the following documents/information:

- 1) City Council Events Schedule
- 2) Tax Revenue Statistical Report - July 2021
- 3) Proposed Changes to the City Personnel Rules - REVISED
- 4) Community Development Hometown For All Building Permits Issued



City Council Events Schedule

September 3, 2021 thru November 20, 2021

The Mayor and City Council have been invited to attend various community meetings and public and private events at which a quorum of the City Council may be present. The Council will not be conducting city business, nor will any legal action be taken. This is an event only and not a public meeting. A list of the community meetings and public and private events along with the schedules, dates, times, and locations is attached. Organizers may require a rsvp or fee.

DAY	DATE	TIME	EVENT
Tues-Fri	Aug 31 - Sept 3	All Day	League of Arizona Cities and Towns Annual Conference Location: Arizona Biltmore 2400 E. Missouri Avenue Phoenix, AZ 85016
Tues	Sept 7	9:00 a.m.-9:30 a.m.	Media Event to Unveil Jenny's Trailer Location: Escalante Senior Center Parking Lot 2150 E. Orange St. Tempe, AZ
Wed	Sept 8	4:00 p.m. - 5:00 p.m.	Keep Tempe Beautiful - Ribbon Cutting Location: Kiwanis Park 6111 S. All American Way Tempe, AZ
Wed	Sept 8	6:00 p.m. - 8:00 p.m.	September Phoenix Business Mixer Location: MAC6 Coworking Space 1430 W. Broadway Road Tempe, AZ
Fri	Sept 10	4:00 p.m. - 6:00 p.m.	Brian McCartin's Retirement Party Location: Lou's Bar & Grill at Papago Golf Course 5595 Karsten Phoenix, AZ
Fri	Sept 10	6:30 p.m.	Friday Evening Freedom Concert Location: Tempe Beach Park 54 W. Rio Salado Pkwy Tempe, AZ
Sat	Sept 11	5:30 a.m. - 7:30 p.m.	September 11th Healing Field Memorial Location: Tempe Beach Park 54 W. Rio Salado Pkwy

			Tempe, AZ
Sat	Sept 12	7:30 a.m.	Tunnel to Towers 5k Run/Walk Location: Tempe Beach Park 54 W. Rio Salado Pkwy Tempe, AZ
Thu	Sept 16	4:00 p.m. - 4:30 p.m.	Save the Date: Autism Certification Event Location: Various throughout the City (TBD)
Fri	Sept 17	9:00 a.m. - 10:00 a.m.	Omni Hotel & Conference Center Groundbreaking Location: Southeast Corner of Mill & University 7 E. University Dr. Tempe, AZ
Fri	Sept 17	7:00 p.m. - 8:00 p.m.	2021 Tardeada Private Reception Location: Tempe History Museum 809 E. Southern Avenue Tempe, AZ
Thu	Sept 23	3:00 p.m. - 6:00 p.m.	2021 Fueling the Economy - Tempe AZRE Event Location: Tempe Center for the Arts 700 W. Rio Salado Parkway Tempe, AZ
Wed	Sept 29	5:30 p.m. - 9:00 p.m.	Save the Date: 38th Annual Don Carlos Humanitarian Awards Location: Hybrid In-Person/Virtual Event
Thu - Sat	Nov 18 - Nov 20	All Day	National League of Cities City Summit Location: Salt Palace Convention Center 100 S W Temple Salt Lake City, UT 84101

09/02/2021 EF

MEMORANDUM



TO: Mayor and Council
FROM: Lauri Vickers, Municipal Budget & Finance Analyst
THROUGH: Mark Day, Municipal Budget Director
DATE: September 3, 2021
SUBJECT: Tax Revenue Statistical Report – July 2021

Introduction

The Municipal Budget Office (MBO) reviews the City's privilege (sales) tax collections for the General Fund (1.2%), Transit Fund (0.5%) and Arts & Cultural Fund (0.1%) and the General Fund bed tax (5.0%) in order to monitor the financial performance of the City's largest revenue source. This monthly analysis also provides the opportunity to determine if adjustments need to be made for any significant variances to ensure continuity of programs and service delivery. The July 2021 report summarizes our analysis of the June sales activity reported to the Arizona Department of Revenue (ADOR).

NOTE: For FY 2020/21, the Municipal Budget Office produced a monthly Tax Revenue Statistical Report and a General Fund Local Sales Tax Update. These two reports have now been combined to provide the same information in a more concise format.

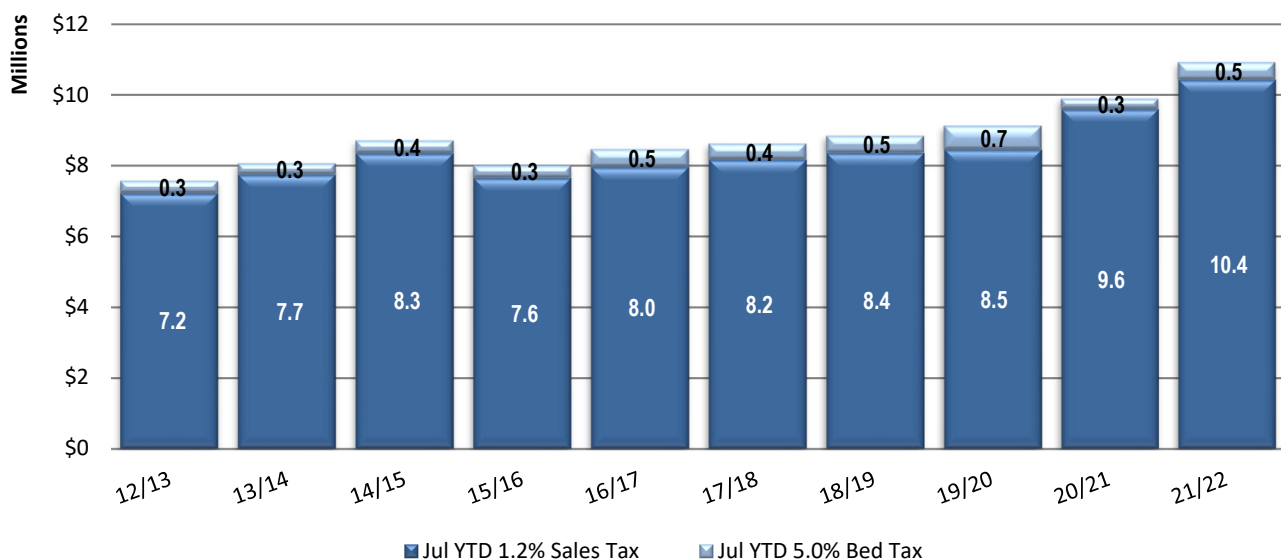
Overall Highlights

Total fiscal year to date taxable sales increased by 9.7% over the same year to date period in the prior fiscal year. Total sales tax revenue is up 10.5% or \$1.6 million, due to growth in retail (\$1.3 million), rentals (\$386 thousand) and restaurant (\$360 thousand) activity. The attached Executive Summary provides a summary of historical and current fiscal year taxable sales, sales tax collections by fund, tax revenues by business activity, and an analysis of retail tax revenues by activity.

General Fund Highlights

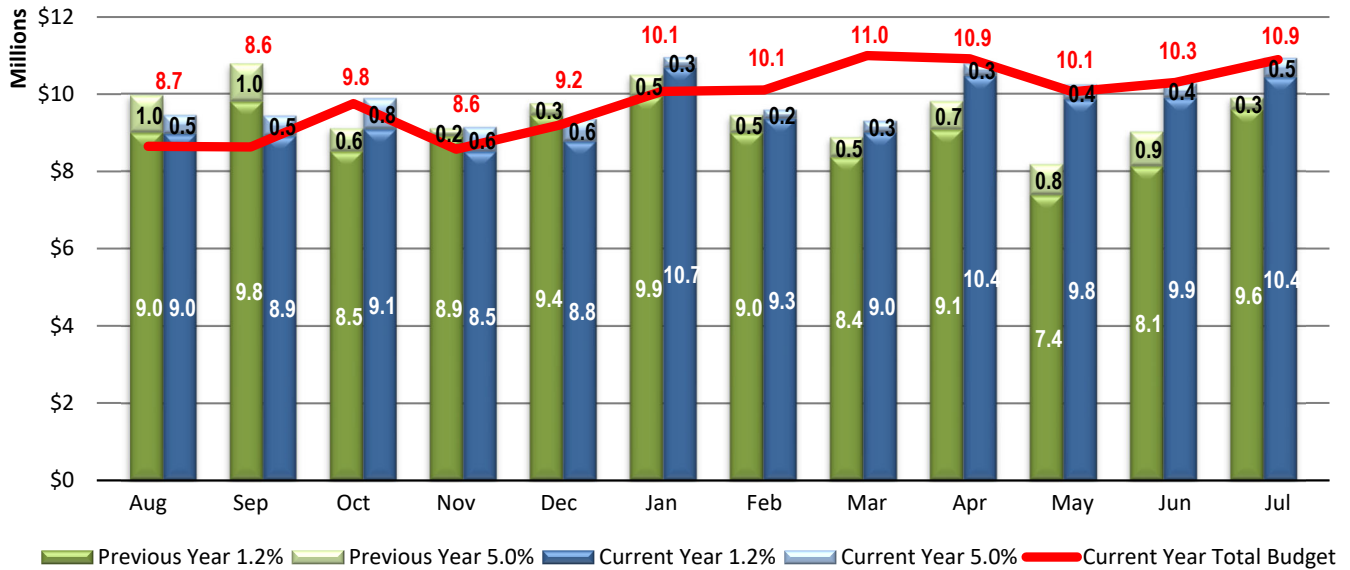
As the General Fund portion of the City's sales and bed tax revenue collections represents the General Fund's largest revenue source, further analysis is performed on these specific tax collections. The graph below depicts year to date General Fund historical sales and bed tax revenue from FY 2012/13 through FY 2021/22. General Fund sales and bed tax revenue for FY 2021/22 is up 11.0% or \$1.1 million over the prior year to date period.

General Fund Year to Date Sales and Bed Tax Collections through July



In addition to the 10-year historical comparison, we also review 12 months of General Fund monthly sales and bed tax collections compared to the previous year and to the FY 2021/22 adopted budget for the combined sales and bed tax, as noted in the graph below. For the month of July, combined sales and bed tax collections are \$21 thousand above the projected budget amount.

General Fund Monthly Sales and Bed Tax Collection vs. Previous Year



Finally, the MBO prepares the attached Actual to Budget Comparison report that provides a summary of FY 2021/22 General Fund sales tax, bed tax, and a combined total sales and bed tax collections compared to a projected budget amount for the month. Although sales and bed tax are not actually budgeted on a monthly basis, this type of analysis of actual collections compared to projections provides insight into sales and bed tax performance. Using this approach, fiscal year to date General Fund sales tax is \$228 thousand below revenue projections, General Fund bed tax is \$249 thousand above projections, and the combined General Fund sales and bed tax collections for the General Fund are \$21 thousand above the revenue projection

- Attachments: Executive Summary
- Actual Compared to Budget Projection

Executive Summary

Current Month - July

Fiscal Year to Date - July

	2018-19		2019-20		2020-21		2021-22		2018-19		2019-20		2020-21		2021-22			
	Amount	Change	Amount	Change	Amount	Change	Amount	Change	Amount	Change	Amount	Change	Amount	Change	Amount	Change		
Taxable Sales																		
Total Taxable Sales	724,206,000	2.4%	737,363,000	1.8%	819,908,000	11.2%	899,126,000	9.7%	724,206,000	2.4%	737,363,000	1.8%	819,908,000	11.2%	899,126,000	9.7%		
Retail Taxable Sales	415,049,000	4.4%	401,857,000	-3.2%	460,741,000	14.7%	533,686,000	15.8%	415,049,000	4.4%	401,857,000	-3.2%	460,741,000	14.7%	533,686,000	15.8%		
Tax Revenues by Fund																		
General Fund																		
Privilege Tax (1.2%)	8,353,000	2.3%	8,451,000	1.2%	9,587,000	13.4%	10,444,000	8.9%	8,353,000	2.3%	8,451,000	1.2%	9,587,000	13.4%	10,444,000	8.9%		
Bed Tax (5.0%)	404,000	3.9%	545,000	34.9%	269,000	-50.6%	495,000	84.0%	404,000	3.9%	545,000	34.9%	269,000	-50.6%	495,000	84.0%		
Privilege Tax Rebates	241,000	4.3%	266,000	10.4%	187,000	-29.7%	227,000	21.4%	241,000	4.3%	266,000	10.4%	187,000	-29.7%	227,000	21.4%		
Total General Fund	8,998,000	2.5%	9,262,000	2.9%	10,043,000	8.4%	11,166,000	11.2%	8,998,000	2.5%	9,262,000	2.9%	10,043,000	8.4%	11,166,000	11.2%		
Transit Fund																		
Privilege Tax (0.5%)	3,481,000	2.3%	3,524,000	1.2%	3,995,000	13.4%	4,352,000	8.9%	3,481,000	2.3%	3,524,000	1.2%	3,995,000	13.4%	4,352,000	8.9%		
Privilege Tax Rebates	100,000	6.4%	108,000	8.0%	78,000	-27.8%	94,000	20.5%	100,000	6.4%	108,000	8.0%	78,000	-27.8%	94,000	20.5%		
Total Transit Fund	3,581,000	2.4%	3,632,000	1.4%	4,073,000	12.1%	4,446,000	9.2%	3,581,000	2.4%	3,632,000	1.4%	4,073,000	12.1%	4,446,000	9.2%		
Arts & Culture Fund																		
Privilege Tax (0.1%)	716,000	2.4%	726,000	1.4%	815,000	12.3%	889,000	9.1%	716,000	2.4%	726,000	1.4%	815,000	12.3%	889,000	9.1%		
Total Arts & Culture Fund	716,000	2.4%	726,000	1.4%	815,000	12.3%	889,000	9.1%	716,000	2.4%	726,000	1.4%	815,000	12.3%	889,000	9.1%		
Totals	13,295,000	2.4%	13,620,000	2.4%	14,931,000	9.6%	16,501,000	10.5%	13,295,000	-48.8%	13,620,000	2.4%	14,931,000	9.6%	16,501,000	10.5%		
Tax Revenues by Business Activities																		
Retail	7,471,000	6.0%	7,233,000	-3.2%	8,293,000	14.7%	9,606,000	15.8%	7,471,000	6.0%	7,233,000	-3.2%	8,293,000	14.7%	9,606,000	15.8%		
Rentals	2,340,000	10.2%	2,656,000	13.5%	2,698,000	1.6%	3,084,000	14.3%	2,340,000	10.2%	2,656,000	13.5%	2,698,000	1.6%	3,084,000	14.3%		
Utilities/Communication	748,000	-5.8%	663,000	-11.4%	710,000	7.1%	774,000	9.0%	748,000	-5.8%	663,000	-11.4%	710,000	7.1%	774,000	9.0%		
Restaurants	1,027,000	4.7%	1,078,000	5.0%	840,000	-22.1%	1,200,000	42.9%	1,027,000	4.7%	1,078,000	5.0%	840,000	-22.1%	1,200,000	42.9%		
Contracting	1,012,000	-13.6%	1,003,000	-0.9%	1,152,000	14.9%	863,000	-25.1%	1,012,000	-13.6%	1,003,000	-0.9%	1,152,000	14.9%	863,000	-25.1%		
Hotel/Motel	169,000	14.2%	205,000	21.3%	103,000	-49.8%	191,000	85.4%	169,000	14.2%	205,000	21.3%	103,000	-49.8%	191,000	85.4%		
Transient (Bed Tax)	404,000	3.9%	545,000	34.9%	269,000	-50.6%	495,000	84.0%	404,000	3.9%	545,000	34.9%	269,000	-50.6%	495,000	84.0%		
Non-Recurring Business Activities	(74,000)	-166.1%	34,000	-145.9%	726,000	2035.3%	74,000	-89.8%	(74,000)	-166.1%	34,000	-145.9%	726,000	2035.3%	74,000	-89.8%		
Amusements	140,000	-0.7%	148,000	5.7%	72,000	-51.4%	154,000	113.9%	140,000	-0.7%	148,000	5.7%	72,000	-51.4%	154,000	113.9%		
All Other	59,000	-19.2%	56,000	-5.1%	66,000	17.9%	60,000	-9.1%	59,000	-19.2%	56,000	-5.1%	66,000	17.9%	60,000	-9.1%		
Totals	13,296,000	2.4%	13,621,000	2.4%	14,929,000	9.6%	16,501,000	10.5%	13,296,000	-48.8%	13,621,000	2.4%	14,929,000	9.6%	16,501,000	10.5%		
Retail Tax Revenues by Activities																		
Automotive	1,101,000	3.2%	1,201,000	9.1%	1,180,000	-1.7%	1,356,000	14.9%	1,101,000	3.2%	1,201,000	9.1%	1,180,000	-1.7%	1,356,000	14.9%		
Building Supply Stores	296,000	0.7%	332,000	12.2%	353,000	6.3%	431,000	22.1%	296,000	0.7%	332,000	12.2%	353,000	6.3%	431,000	22.1%		
Department Stores	1,006,000	6.5%	967,000	-3.9%	1,029,000	6.4%	1,103,000	7.2%	1,006,000	6.5%	967,000	-3.9%	1,029,000	6.4%	1,103,000	7.2%		
Drug/Small Stores	1,028,000	20.5%	1,058,000	2.9%	1,315,000	24.3%	1,384,000	5.2%	1,028,000	20.5%	1,058,000	2.9%	1,315,000	24.3%	1,384,000	5.2%		
Furniture/Equipment/Electronics	726,000	-5.5%	741,000	2.1%	704,000	-5.0%	949,000	34.8%	726,000	-5.5%	741,000	2.1%	704,000	-5.0%	949,000	34.8%		
Grocery Stores	724,000	-0.4%	728,000	0.6%	823,000	13.0%	828,000	0.6%	724,000	-0.4%	728,000	0.6%	823,000	13.0%	828,000	0.6%		
Manufacturing Firms	877,000	30.1%	498,000	-43.2%	659,000	32.3%	950,000	44.2%	877,000	30.1%	498,000	-43.2%	659,000	32.3%	950,000	44.2%		
All Other Retail	1,713,000	-0.3%	1,708,000	-0.3%	2,230,000	30.6%	2,605,000	16.8%	1,713,000	-0.3%	1,708,000	-0.3%	2,230,000	30.6%	2,605,000	16.8%		
Totals	7,471,000	6.0%	7,233,000	-3.2%	8,293,000	14.7%	9,606,000	15.8%	7,471,000	6.0%	7,233,000	-3.2%	8,293,000	14.7%	9,606,000	15.8%		

Actual Compared to Budget Projection

Privilege Tax Revenue - General Fund (1.2%) 2021-22 Actual Compared to Budget

Monthly Amounts

	2021-22 Budget		2021-22 Actual	Over / (Under)	
	Percent	Amount		Amount	Percent
Jul	9.5%	\$ 10,650,000	\$ 10,422,000	\$ (228,000)	-2.1%
Aug	7.9%	8,923,000			
Sep	7.9%	8,934,000			
Oct	9.2%	10,373,000			
Nov	8.0%	9,039,000			
Dec	8.3%	9,329,000			
Jan	8.4%	9,478,000			
Feb	7.9%	8,915,000			
Mar	8.3%	9,327,000			
Apr	8.5%	9,525,000			
May	7.8%	8,825,000			
Jun	8.1%	9,132,000			
Totals	100.0%	\$ 112,450,000	\$ 10,422,000	\$ (228,000)	-0.2%

Cumulative Amounts

	2021-22 Budget		2021-22 Actual	Over / (Under)	
	Percent	Amount		Amount	Percent
Jul	9.5%	\$ 10,650,000	\$ 10,422,000	\$ (228,000)	-2.1%
Jul-Aug	17.4%	19,573,000			
Jul-Sep	25.4%	28,507,000			
Jul-Oct	34.6%	38,880,000			
Jul-Nov	42.6%	47,919,000			
Jul-Dec	50.9%	57,248,000			
Jul-Jan	59.3%	66,726,000			
Jul-Feb	67.3%	75,641,000			
Jul-Mar	75.6%	84,968,000			
Jul-Apr	84.0%	94,493,000			
Jul-May	91.9%	103,318,000			
Jul-Jun	100.0%	112,450,000			

Tax and License Annual Privilege Tax Revenue Projections

Method	Privilege Tax		Over / (Under)	
	Projected	Budget	Amount	Percent
% of Increase	\$ 122,813,000	\$ 112,450,000	\$ 10,363,000	9.2%
% Received	\$ 110,043,000	\$ 112,450,000	\$ (2,407,000)	-2.1%

Bed Tax Revenue - General Fund (5.0%) 2021-22 Actual Compared to Budget

Monthly Amounts

	2021-22 Budget		2021-22 Actual	Over / (Under)	
	Percent	Amount		Amount	Percent
Jul	6.3%	\$ 246,000	\$ 495,000	\$ 249,000	101.2%
Aug	10.4%	405,000			
Sep	12.6%	488,000			
Oct	15.1%	585,000			
Nov	9.5%	368,000			
Dec	7.4%	287,000			
Jan	5.5%	215,000			
Feb	4.7%	184,000			
Mar	5.5%	212,000			
Apr	6.4%	250,000			
May	8.2%	319,000			
Jun	8.4%	325,000			
Totals	100.0%	\$ 3,884,000	\$ 495,000	\$ 249,000	6.4%

Cumulative Amounts

	2021-22 Budget		2021-22 Actual	Over / (Under)	
	Percent	Amount		Amount	Percent
Jul	6.3%	\$ 246,000	\$ 495,000	\$ 249,000	101.2%
Jul-Aug	16.8%	651,000			
Jul-Sep	29.3%	1,139,000			
Jul-Oct	44.4%	1,724,000			
Jul-Nov	53.9%	2,092,000			
Jul-Dec	61.3%	2,379,000			
Jul-Jan	66.8%	2,594,000			
Jul-Feb	71.5%	2,778,000			
Jul-Mar	77.0%	2,990,000			
Jul-Apr	83.4%	3,240,000			
Jul-May	91.6%	3,559,000			
Jul-Jun	100.0%	3,884,000			

Tax and License Annual Bed Tax Revenue Projections

Method	Bed Tax		Over / (Under)	
	Projected	Budget	Amount	Percent
% of Increase	\$ 8,626,000	\$ 3,884,000	\$ 4,742,000	122.1%
% Received	\$ 7,815,000	\$ 3,884,000	\$ 3,931,000	101.2%

Total General Fund Tax Revenue 2021-22 Actual Compared to Budget

Monthly Amounts

	2021-22 Budget		2021-22 Actual	Over / (Under)	
	Percent	Amount		Amount	Percent
Jul	9.4%	\$ 10,896,000	\$ 10,917,000	\$ 21,000	0.2%
Aug	8.0%	9,328,000			
Sep	8.1%	9,422,000			
Oct	9.4%	10,958,000			
Nov	8.1%	9,407,000			
Dec	8.3%	9,616,000			
Jan	8.3%	9,693,000			
Feb	7.8%	9,099,000			
Mar	8.2%	9,539,000			
Apr	8.4%	9,775,000			
May	7.9%	9,144,000			
Jun	8.1%	9,457,000			
Totals	100.0%	\$ 116,334,000	\$ 10,917,000	\$ 21,000	0.0%

Cumulative Amounts

	2021-22 Budget		2021-22 Actual	Over / (Under)	
	Percent	Amount		Amount	Percent
Jul	9.4%	\$ 10,896,000	\$ 10,917,000	\$ 21,000	0.2%
Jul-Aug	17.4%	20,224,000			
Jul-Sep	25.5%	29,646,000			
Jul-Oct	34.9%	40,604,000			
Jul-Nov	43.0%	50,011,000			
Jul-Dec	51.3%	59,627,000			
Jul-Jan	59.6%	69,320,000			
Jul-Feb	67.4%	78,419,000			
Jul-Mar	75.6%	87,958,000			
Jul-Apr	84.0%	97,733,000			
Jul-May	91.9%	106,877,000			
Jul-Jun	100.0%	116,334,000			

Tax and License Annual Total Tax Revenue Projections

Method	Total Tax		Over / (Under)	
	Projected	Budget	Amount	Percent
% of Increase	\$ 130,503,000	\$ 116,334,000	\$ 14,169,000	12.2%
% Received	\$ 116,558,000	\$ 116,334,000	\$ 224,000	0.2%

MEMORANDUM



TO: Mayor and City Council Members
FROM: Rebecca Strisko, Human Resources Director
DATE: August 12, 2021
SUBJECT: Proposed Changes to the City Personnel Rules

During 2021, the Human Resources Department drafted changes to the City Personnel Rules. The Personnel Rules were updated to reflect the dissolution of the Internal Services Department as authorized by the City Council on June 10, 2021. All references to “Internal Services” have been changed to “Human Resources”. In addition, in order to foster an environment of inclusivity, the language was updated throughout the document to be gender neutral and remove any reference to he/she or his/her.

Other updates were made throughout the document to provide clarifying language. These changes were discussed with the Six-sided partnerships and City leadership. The Tempe Merit System Board reviewed and approved these changes on August 11, 2021 with a 3-0 vote to recommend the changes move forward to the City Council for final approval. Attached to this memo for your review is a document detailing each of the proposed changes and the reason for the change.

Should you have any questions regarding the attached proposed changes, please don’t hesitate to contact me. It is our intent to bring the Personnel Rule changes forward to the September 9th Council meeting for your final review and approval.

Sincerely,

Rebecca Strisko
Human Resources Director
rebecca_strisko@tempe.gov
480-350-8423

City of Tempe
Personnel Rules



Human Resources

2015

Revised September 22, 2016

Revised February 8, 2018

Revised June 27, 2019

Revised June 25, 2020

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Overall Changes

- Due to the dissolution of the Internal Services Department into the Human Resources, Financial Services, and Information Technology Departments, all references to Internal Services were changed to Human Resources.
- The pronouns of he or she were changed to gender neutral language or to they to foster an environment of inclusivity.

Proposed Changes

Definitions

Classified Employee: An employee subject to the Merit System (see Section 102.A)

Unclassified Employee: An at-will employee. (see Section 103.A)

Reason for Changes

- These terms are used frequently throughout the document; however, they were missing from the definitions section.

Proposed Changes

Rule 1: General Provisions

NOTE: All references within these Personnel Rules to the City Manager, any City department directors and any other management position, also shall cover any designee to whom those individuals may choose to delegate responsibility.

Section 104: Personnel Records

D. Public Records Requests

Employee records may be considered public information and may be subject to disclosure pursuant to a public records request under Arizona Revised Statutes. All public records requests are reviewed by Human Resources and the City Attorney's Office prior to the release of any information or materials. The City will make reasonable efforts to notify employees whose records are disclosed through a public records request release of information and shall allow the

employees to review what information was released. Upon request, the City will disclose the identity of the requestor.

[A.R.S. § 39-123](#) prohibits the disclosure of the home address or home telephone number of a current police (peace) officer except as authorized by law. This restriction also applies to a photograph of a peace officer who is serving in an undercover capacity or is scheduled to serve in an undercover capacity within 60 days.

Access to Tempe Municipal Court administrative records, including judicial officer, employee, and volunteer personnel records, and applicant records, is subject to [Arizona Supreme Court Rule 123: Public Access to the Judicial Records of the State of Arizona, Section \(e\)](#).

Reason for Changes

- We worked with the Six-sided partnership on this change. Although the identity of the requestor is public information, they thought it should be explicit.

Proposed Changes

Rule 2: Classification & Compensation

Section 201: Classification Administration

E. Flexible Classifications

Flexible Classifications may be established by Human Resources ~~if appropriate~~ to allow flexibility in hiring and training less experienced applicants. Flexible classifications will incorporate at least two levels within one classification. The first level will be an entry or trainee level. Higher levels will be clearly defined based upon job related experience, journey-level work performance, training, changes in organizational level, and/or licensing/certification requirements.

Employees hired at level I / trainee will be given no less than six months and no more than one year (unless otherwise specified and approved in the flexible classification job description), to work on the job in order to gain the minimum necessary experience, training, certification and/or licensing requirements to qualify for the next level. Supervisors shall “flex” an employee to another level once the employee meets the additional minimum qualifications.

New employees hired into a level I / trainee position will remain on initial probation ~~while in that position until they meet the minimum qualifications of the next flex level.~~ Before passing initial probation, the hiring department must provide information to Human Resources proving the new employee meets the minimum qualifications of the next flex level and receive confirmation from Human Resources that the employee may be flexed. The same notification/

approval process applies to any additional advancement within flexible classifications of more than two levels.

Those who do not meet the requirements to flex to the next level within the designated time frame may have their probation extended for not more than 6 months and ~~,if extended due to performance concerns, may~~ shall be placed on a Performance Improvement Plan (PIP). When determining whether to extend employees' probation and place them on a PIP, the department should consider whether the failure to obtain the requirements to flex to the next level is based on the failure of the employee or external factors. If the employee fails the PIP, the employee fails initial probation.

Current non-probationary employees hired into a level I /trainee position who do not meet the requirements to flex to the next level within the designated time frame shall be placed on a Performance Improvement Plan (PIP). If the employee fails the PIP or fails to maintain the requirements, the employee shall be subject to discipline up to and including termination.

Flexible classifications may be established with different criteria if approved by the ~~Internal Services~~ Human Resources Director ~~and if all criteria is clearly documented in the classification job description.~~

Hiring supervisors may elect to recruit and hire employees at any level of a flexible classification. New employees hired directly into a higher--level position shall meet all additional minimum requirements of that classification and shall serve the usual new hire probationary period.

Reason for Changes

- We wanted to ensure that employees actually met the minimum qualifications when flexing to the next series.
- In addition, we wanted to provide more detail on how the probationary period works with flex series when an employee has not completed their training in order to be flexed.

Proposed Changes

Section 202: Compensation Administration

E. Promotional Salary Increases

Employees who are promoted shall receive a 10% increase not to exceed the salary range maximum or be placed at the minimum of the new salary range, whichever is higher.

Probationary employees who are promoted shall be placed at the minimum of the new salary range. The department director may request for the City Manager to approve a salary above the minimum of the salary range for a probationary employee so long as it would not result in an increase of more than 10% of the current salary.

A promoted employee who is involuntarily demoted or seeks voluntary demotion to ~~his or her~~their former position or another position with the same or lower salary range within six (6) months of being promoted shall return to the rate of pay ~~he or she~~the employee was receiving prior to promotion, including any step or market increases that may have occurred.

Reason for Changes

- This is a rare occurrence that was not specifically covered by the Personnel Rules. The goal is that probationary employees are treated as new employees if they promote rather than being treated like or better than more tenured employees.

Proposed Changes

G. Supervisory Salary Differentiation

When moving into a supervisory position, the employee's salary shall be at least 5% higher than the salary of ~~his or her~~the highest paid, fully and regularly supervised subordinate employee, disregarding any extra compensation of the subordinate employee, except assignment pay for MOU-covered fire positions and maximum staffing pay for MOU covered police positions. The supervisory salary differentiation allows for a supervisor's base pay to exceed the salary range maximum to avoid pay compression with the subordinate employee.

Reason for Changes

- This is already happening in practice; however, it was not addressed by the Personnel Rules.

Proposed Changes

Section 203: Additional Compensation

E. Call-Back Pay

Non-exempt employees (except seasonal and temporary employees) may be eligible for call-back pay if responding to a supervisor's unscheduled request to return to work or responding to a supervisor's or customer's unscheduled request to address a work issue occurring outside of their normal work hours/schedules. Any work outside of the normal work schedule-hours that is self-initiated by an employee is not eligible for call-back pay. Work that has been scheduled in advance, even though it may fall outside an employee's normal work hours, is also not eligible for call-back pay. All call-back pay shall be documented, reviewed and approved by the employee's supervisor. Call-back pay is included in the calculation to determine hourly rate of pay for overtime purposes.

Employees on paid leave are eligible to be paid call-back pay, but if any of the call-back hours are during their regular work shifts, they shall not receive paid leave for those hours.

If required to return to work after the end of his or her/their work shift, an-employees shall receive a minimum of two hours call-back pay at the overtime rate. Employees shall be compensated for a total (round-trip) of 30 minutes of travel time from the time they are called out. Travel time is included in the minimum two hours pay and will only be paid in addition to actual hours worked if the total work hours plus the allowed travel time exceeds two hours.

An employee may not be paid for more than one call-back at a time. When call-back hours overlap the employee's regular work schedule, call-back pay ends when the regular schedule begins or when the two hour minimum for call-back pay is met.

An employee called back because of his or her/the employee's negligence shall be compensated at straight time for actual time worked; may have the remainder of his or her/the regular schedule adjusted to avoid payment of overtime, and may face disciplinary action.

An employee called to address a work issue that does not require him or her/them to come in to work, shall receive one hour of pay at the overtime rate or the actual time worked, whichever is greater, only if the work involved, including the call itself, is not de minimis as defined in [Section 203.A](#). An employee cannot receive more than one hour of call-back pay when called to address a work issue that does not require him or her/them to come in to work unless the employee actually works more than 60 minutes.

Reason for Changes

- Call-back pay was updated in the UAEA MOU to make it clear that pre-scheduled OT is not covered. We wanted to match that in the Personnel Rules that an employee needs to actually leave work and be called back to perform unscheduled OT to meet this definition.

Proposed Changes

H. Temporary Detail Pay

With ~~his or her~~their agreement, ~~an~~employees may be assigned temporarily by their supervisor to a vacant position in a classification with a higher salary range. The temporary detail classification may be vacant, or the incumbent employee may be temporarily not working.

Employees assigned to temporary detail shall receive a minimum of 5% to a maximum of 10% above their salary for the duration of the assignment, or the department director may authorize paying the employee at the minimum of the salary range for the higher classification (if that minimum is more than 10% higher than the employee's salary) based upon the scope and degree of the duties performed and the duration of the assignment. Non-exempt employees working temporary detail in an exempt job classification will continue to be overtime eligible while in this assignment. Exempt employees shall maintain their status. Employees will also maintain their classified/unclassified service status and employee group designation.

The supervisor will determine when temporary detail pay may be appropriate. The employee must fully perform the duties and responsibilities of the higher classification for a minimum of one full work day to receive temporary detail pay. Employees providing emergency services shall be paid temporary detail pay if they work four hours or more in a higher-classified position.

Temporary detail pay is limited to six months. An extension requires review and approval by the ~~Internal Services~~Human Resources Director. Human Resources must be notified of all temporary detail assignments lasting longer than two pay periods.

I. Temporary Special Assignment Pay

With ~~his or her~~their agreement, ~~an~~employees may be assigned temporarily by ~~his or her~~their supervisor, with department director approval, to assignments that involve work outside ~~his or her~~their regular job duties and responsibilities.

Temporary special assignments may be up to six months duration. An extension requires review and approval by the ~~Internal Services~~Human Resources Director. Selection for a temporary special assignment may involve a competitive process but is not appealable under these rules.

Employees on special assignment lose no rights or entitlements held in their regular positions.

~~An~~employees on special assignment receives a minimum of 5% to a maximum of 10% (above ~~his or her~~their current base pay) special assignment pay that is immediately discontinued when the employee returns to ~~his or her~~their regular position. Special assignment pay higher than 10% must be reviewed and approved by the ~~Internal Services~~Human Resources Director. Non-exempt employees working a temporary special assignment will continue to be overtime eligible

while in this assignment. Exempt employees shall maintain their status. Employees will also maintain their classified/unclassified service status and employee group designation.

Reason for Changes

- This language change is meant to clarify that employees retain their FLSA, merit status, and employee group designation while on temporary detail or special assignment.

Proposed Changes

L. Skill-Based Pay

Any employee in a classification falling under a skill-based pay program may be eligible for additional compensation in the form of skill-block pay and/or team-bonus pay as dictated by the written program provisions and compensation plan. An employee's base pay includes eligible skill block pay when promoting or demoting out of the skill-based pay program.

Reason for Changes

- Skill-based pay is already considered as part of the base pay when promoting or demoting; however, we wanted to memorialize this in the Personnel Rules.

Proposed Changes

Rule 3: Employment

Section 301: Requirements for Employment

B. Residency

The City Manager, the City Attorney, the Presiding Judge, and the City Clerk, ~~the Deputy City Manager(s), the Police Chief, the Fire Medical Rescue Chief and department directors for Public Works and Internal Services~~ shall be residents of Tempe within a time period ~~after their appointment dates designated by the City Council or the City Manager, respectively.~~ The Police Chief and the Fire Medical Rescue Chief must live within a 10 mile radius of Tempe city limits within a time period designated by the City Manager.

All other City employees shall reside within a reasonable distance of the City within the State of Arizona. A reasonable distance is defined as a distance that does not prevent employees from meeting the requirements established for their jobs by the department director or City Manager.

Reason for Changes

- We are updating the residency requirement to more closely match other Arizona cities.
- Public Works Director and Internal Services Director no longer exist.
- Since the Fire and Police Chiefs may need to respond to emergencies, it was important to have a required radius for adequate response time.
- In addition, we are making it clear that residency within the State of Arizona is required due to tax and employment law issues.

Proposed Changes

Section 303: Selection

D. Orientation & Probation

All new employees shall attend a mandatory City orientation program. Departments and divisions also may provide additional orientation sessions for employees.

New employees hired into a classified position remain in an unclassified status during a probationary period with no rights to an administrative review or appeal to the Merit System Board. They become classified employees only after satisfactory completion of probation.

The minimum and usual probationary period is six months. Some classifications, as noted in their job descriptions, require a longer probationary period. Police Officers and Firefighters shall complete a probationary period of 12 months following graduation from recruit training academy.

Excused absences, including industrial leave, of up to 20 working days, or ten working days for 56-hour Fire employees, are credited toward completion of probation. Absences in excess of those days are not credited towards completion of probation.

Probation may be extended by the supervisor with Department Director approval, not to exceed an additional six months. When performance issues warrant extension of an employee's probation, the employee shall be placed on a Performance Improvement Plan.

Unclassified employees transferred or demoted for any reason to a classified position will remain unclassified until they complete an initial 6 month probationary period, not to exceed 12 months. ~~Employees who are Administratively transferred or demoted and employees who are demoted through a disciplinary process may be placed in probationary status, not to exceed 6 months, with the Department Director and Internal Services Director approval. The employee will maintain the classified or unclassified status of the classification he or she was in prior to the demotion or transfer during the probationary period. However, they will have benefits consistent with the new position during this time.~~ Performance issues during the probationary period will be addressed consistent with these Personnel Rules.

Reason for Changes

- This is a rare occurrence; however, the previous language was confusing so we updated with clearer language.

Proposed Changes

Section 304: Employment Changes

F. Voluntary Demotion

Employees wanting to voluntarily demote from one position to another position in a different classification with a lower salary range maximum shall compete through a recruitment and selection process. If selected for the position, it will be considered a voluntary demotion.

~~An E~~employees who voluntarily demotes cannot be paid at a higher salary than the maximum of the range of the classification into which ~~he or she is~~they are demoted. All benefits remain the same unless governed under a different MOU than the previous position.

Probationary employees who voluntarily demote shall be placed at the minimum of the salary range of the new position.

Reason for Changes

- If a probationary employee applies and is selected for a lower position, they will be treated like a new employee instead of maintaining the salary of the higher position.

Proposed Changes

Section 305: Termination of Employment

A. Resignation

~~An e~~Employees resigning from the City shall verbally notify and/or submit a written resignation notice to ~~his or her~~their supervisor at least ten working days prior to separation. Failure to comply with this requirement may be cause for denial of future employment with the City. The supervisor shall forward all resignation paperwork to Human Resources.

Once the City has received a resignation notice, it may only be rescinded at the discretion of the department director, which must occur prior to the effective date of the resignation. The resignation effective date will be the last day the employee reported to work. Employees may use their personal day pursuant to Section 502.C as the last day worked but only if they worked the previous scheduled workday.

At the discretion of the department director and with the approval of the ~~Internal Services~~Human Resources Director, an unauthorized leave of absence of more than three consecutive working days may be considered a resignation (job abandonment).

B. Retirement

Separation from City employment when an employee is immediately eligible for retirement benefits from ASRS or PSPRS will be considered a retirement. Any City post-employment benefits and/or accrued leave payouts also require a minimum of 10 years of continuous service.

Employees retiring from the City shall verbally notify and/or submit a written retirement notice, and any other required paperwork, to their supervisors and to Human Resources at least 30 working days prior to their separation if they are intending to immediately take ASRS or PSPRS retirement benefits.

Once the City has received a retirement notice, it may only be rescinded at the discretion of the department director, which must occur prior to the effective date of retirement. The retirement effective date will be the last day the employee reported to work. Employees may use their personal day pursuant to Section 502.C as the last day worked but only if they worked the previous scheduled workday.

Reason for Changes

- This language prevents an employee from artificially extending their date of separation. It is a rule that's been practiced but never memorialized in an official policy.
- If employees can use paid time to extend their resignation or retirement date, it can have ASRS and benefits implications.

Proposed Changes

Rule 4: Code of Conduct

Section 402: Diversity and Inclusion

D. Safe Haven Process

Employees may file safe haven complaints directly with the Diversity Office or with Human Resources. The City will not take any adverse action against any employee for filing a safe haven complaint. Employees shall file complaints within one year of the last instance of the alleged behavior. Any complaint filed more than a year after the last alleged incident is presumed to be untimely and inactionable, unless otherwise determined by the Human Resources Director.

The findings of safe haven investigations may be made available in Merit System Board hearings.

F. Reporting Requirement

Any supervisor who becomes aware of conduct that may be considered discriminatory, harassing or retaliatory as defined by the Personnel Rules must promptly report such conduct to Human Resources or the Diversity Office. A supervisor who is aware of, or reasonably should be aware of, discriminatory, harassing or retaliatory conduct, whether or not anyone has reported or complained about such conduct, but fails to promptly report it, may be subject to discipline.

Reason for Changes

- We added a one year filing deadline on complaints.
- This will encourage employees to come forward sooner.
- It also prevents untimely complaints being filed that are too old to investigate.
- The previous language required supervisors to report retaliation complaints to Human Resources or Diversity. This requires supervisors to report all discrimination and retaliation complaints to Human Resources or Diversity.
- The City is considered "on notice" of the complaint when a supervisor is aware, thus it is important we are able to take appropriate action.

- The responsibility of investigating and resolving these complaints should not be placed solely on supervisors. Human Resources and/or Diversity need to be aware so we can provide support/resources.

Proposed Changes

Section 404: Safety

C. Drug-Free Workplace

2. Drug and Alcohol Testing

For purposes of this policy, “under the influence of drugs” shall mean the presence of a controlled substance as reflected by a positive drug test. “Under the influence of alcohol” shall mean either observable impairment due to alcohol consumption or a test result reflecting blood alcohol content of 0.04 or greater.

- a) All applicants, including temporary employees, offered a position in a job classification that requires a Commercial Driver’s License (CDL) or in a designated safety-sensitive classification or position, shall be subject to a post-offer, pre-employment drug and alcohol test that must be taken within 24 hours of notification. Any applicant refusing to test, or testing positive for controlled substances, shall not be hired.
- b) All employees in job classifications that require a Commercial Driver’s License (CDL) shall be subject to random, post-accident and reasonable suspicion drug and alcohol testing based on the requirements of federal and state law and the provisions of the City of Tempe CDL program.
- c) All employees may be subject to post-accident drug testing through an intoximeter breath test, blood, urinalysis, hair, saliva or any other appropriate test to detect and substantiate the presence of drugs and/or alcohol, within 32 hours and/or alcohol testing within eight hours of being involved in a motor vehicle accident while on duty and/or conducting City business under one or more of the following conditions:
 - i. there is a loss of life.
 - ii. the employee is issued a citation.
 - iii. there is an injury requiring treatment away from the scene of the accident.
 - ~~iv. a vehicle is required to be towed from the scene.~~
 - ~~v. it appears the employee may have been at fault.~~

A drug and alcohol test may be conducted on sworn employees who drive Police and Fire Medical Rescue vehicles at the Police or Fire Medical Rescue Chief’s discretion.

- d) All employees may be subject to reasonable suspicion drug and alcohol testing through breath, blood, urinalysis, hair, saliva or any other appropriate test to detect and substantiate the presence of drugs and/or alcohol.
 - i. The decision to require a test for reasonable suspicion will be based upon objective observation, by one or more supervisors who have received reasonable

suspicion training to determine if reasonable suspicion exists. For supervisors of employees with CDL's, the reasonable suspicion training taken by them must adhere to all current DOT requirements.

- ii. Supervisors also may take into account statements from others. The supervisors shall complete a "Drug and/or Alcohol Reasonable Suspicion Checklist."
 - iii. The supervisor shall obtain the approval of ~~his or her~~their department director and the ~~Internal Services~~Human Resources Director, before referring any employee for reasonable suspicion drug and/or alcohol testing.
- e) Any employee reasonably believed to be under the influence of alcohol or drugs shall be prevented from engaging in further work. The employee's supervisor or appropriate designee shall be available to transport the employee to the drug-testing facility and home. The employee shall not be allowed to return to work until results have been obtained.
- f) If a test for alcohol indicates a blood alcohol concentration of less than 0.02, the test will be considered negative and further testing will not be conducted. If blood alcohol concentration is 0.02 or higher, a confirmation test will be conducted. If a confirmation test confirms a blood alcohol concentration of 0.02 or greater but less than 0.04, the employee will not be permitted to perform any work related functions for the City for at least 24 hours.
- ~~g)~~ All test results shall be treated in accordance with reasonable standards of privacy, and shall be disclosed only to the ~~Internal Services~~Human Resources Director, and individuals as determined by the ~~Internal Services~~Human Resources Director.
- ~~h)~~ —
- ~~i)~~g) An employee's refusal to submit to any required drug or alcohol test or any tampering, switching or adulterating of test samples shall be considered a violation of this section of these Personnel Rules and will be grounds for disciplinary action up to and including termination.

Reason for Changes

- We removed that a vehicle having to be towed away from the scene of the accident as a trigger for a drug test because this could exist without the employee being at fault.
- We also clarified that it is an injury that needs to be treated away from the scene so for instance, the need for a band aid would not trigger the testing protocols.

Proposed Changes

F. Workplace Searches

When the City reasonably believes that workplace safety is threatened or that an employee has violated City rules, policies and/or guidelines relating to workplace safety, the City reserves the right to search any and all employees and personal property in the workplace, including but not limited to purses, briefcases, baggage, toolboxes, lunch containers and clothing.

City of Tempe property, (including but not limited to offices, desks, files, computers and computer files, email, lockers, work spaces, City vehicles and any phone or other employment records) may be inspected or searched at any time with or without an employee's approval and whether or not they are present, in order to review or remove items relating to City business or to remove personal items that are unlawful or inappropriate.

A pat-down search of an employee's outer clothing is permissible. Every reasonable effort shall be made to do the search in private with two or more persons of the same gender as the employee to be searched, one of whom will conduct the search.

Reason for Changes

- In consultation with the City Attorney's Office, we added the word "reasonable" prior to effort.

Proposed Changes

Section 406: Discipline

C. Grounds for Disciplinary Action

Employees shall face disciplinary action up to and including termination for sustained violations of any provision of any section of these City Personnel Rules or any other written City or Department policy or guideline.

The following reasons constitute grounds for disciplinary action up to and including dismissal:

The employee has...

1. exhibited a lack of sufficient competency or efficiency to perform assigned duties and responsibilities.
2. acted negligently, recklessly, or carelessly in performing their~~his/her~~ duties during a specific incident or incidents.
3. been unacceptably inefficient by loafing, visiting, loitering, lounging, sleeping, or otherwise engaging in non-work related activities during scheduled work hours or has interfered with another employee's efforts to meet work standards.
4. been insubordinate or has failed to follow reasonable direction from a supervisor.
5. violated an applicable safety rule, policy or directive.

6. possessed a weapon while in any City building or workplace, in a City vehicle, or in a personal vehicle which is being used for City business. This excludes police officers or military personnel acting in an official law enforcement or military capacity.
7. caused damage to public or private property or waste of public supplies through negligence, recklessness, or carelessness.
8. violated City and/or department policies and guidelines regarding access to and use of the City's technology infrastructure.
9. been abusive in attitude, language, behavior, or conduct toward another employee or the public.
10. engaged in behavior that has resulted in physical harm, or threat thereof, to another employee or the public.
11. engaged in behavior that does not meet a reasonable standard of workplace civility and respect in his or her~~their~~ interactions with other employees, or the public.
12. engaged in conduct, on or off duty, that is of such a nature that it causes discredit to the City.
13. violated the City's diversity policy.
14. knowingly been dishonest by deceiving, lying, omitting, misleading, misrepresenting or falsifying any statements, facts, documents or reports in the course of performing their job duties and/or during a City investigation or official inquiry.
15. failed to notify Human Resources within five days of being charged with a criminal offense while employed by the City.
16. failed to notify Human Resources within five days of being convicted of a criminal offense while employed by the City.
17. lost his or her~~their~~ driving privilege through suspension or revocation of a Commercial Driver's License (CDL) or non-CDL license, and driving is required to perform an essential job function in his or her~~their~~ position with the City.
18. driven a City vehicle or a personal vehicle on City business during a period of driver's license suspension or revocation.
- 18-19. failure on the part of the employee to obtain or maintain a license, certification, registration, and/or educational degree required for current job classification.
- 19-20. stolen public or private property, misappropriated City funds, or has been an accomplice in any of these practices while employed by the City.
- 20-21. through action or inaction has failed to reasonably fulfill required responsibilities that has resulted in loss or misuse of public funds and/or public property.
- 21-22. made unauthorized use and/or removal of City property.
- 22-23. violated the City's drug-free workplace rule.
- 23-24. violated the City's outside employment rule.
- 24-25. violated the City's gift rule.
- 25-26. violated the City's strike rule.
- 26-27. violated the City's political activity rule.

~~27-28.~~ _____ concealed or failed to properly report or document any information or incident required to be reported to federal and/or state agencies, and/or City management as part of the employee's job duties and responsibilities.

~~28-29.~~ _____ knowingly or intentionally engaged in the unauthorized release or improper disclosure of proprietary or confidential information or records.

~~29-30.~~ _____ refused to subscribe to any oath or affirmation required in connection with City employment.

~~30-31.~~ _____ had excessive absenteeism or tardiness.

~~31-32.~~ _____ had unexcused, unpaid absences or has failed to receive prior approval for any paid leave.

~~32-33.~~ _____ exceeded the authorized number and/or length of lunch periods and breaks.

~~33-34.~~ _____ left the assigned work area while on duty without ~~his or her~~their supervisor's permission.

~~34-35.~~ _____ refused to perform reasonable light duty that is assigned because of an illness, injury or disability that resulted from the performance of their assigned duties.

~~35-36.~~ _____ violated the City's FMLA policy.

~~36-37.~~ _____ failed to adhere to Tempe Police Department Policies and Procedures, Tempe Fire Medical Rescue Department Policies and Procedures, Arizona Code of Conduct for Judicial Employees, Arizona Judicial Code of Conduct, or any other applicable City department written policy or guideline.

~~37-38.~~ _____ been involved in any other conduct of equal gravity to the reasons enumerated in this section.

Reason for Changes

- It should also be a cause for discipline if an employee damages private property.
- We already had a rule addressing revocation or suspension of a CDL; however, we also need to be able to address employees who do not obtain or lose othe required licenses and certifications for their positions.

Proposed Changes

Section 407: Employee Rights

E. Disciplinary Action Administrative Review

An employee may request an administrative review with ~~his or her~~their department director, or request, ~~through Human Resources~~, that the City Managers select the director of another department, to discuss the recommended disciplinary action. In either case, the request from the employee must be made by 5 p.m. one workday after receiving the part III recommendation from ~~his or her~~the supervisor. If the employee does not request an administrative review, the

department director shall sign off on the recommendation, the discipline becomes final and the employee waives the right to any further appeal.

If another department director is requested by the employee and conducts the administrative review, ~~he or she~~that director shall act in an advisory capacity only and provide a written response to the employee's department director who will make the final decision and the disciplinary action then becomes final and appealable to the Merit System Board.

The administrative review for Tempe Municipal Court employees will be conducted by the Court Administrator. If a Court employee makes a request to the Presiding Judge for another department director to conduct the administrative review, the Presiding Judge will request the City Manager to designate a department director. The designated department director who conducts the administrative review shall act in an advisory capacity only and provide a written response to the Court Administrator who will make the final decision. The disciplinary action is appealable to the Merit System Board which shall sit in such cases as the Tempe Municipal Court Merit System Board.

F. Disciplinary Action Merit System Board Appeal Process

Employees who receive a Part III with sustained allegations that result in an appealable disciplinary action may appeal such action by requesting a hearing with the Merit System Board after an administrative review has been completed.

1. Merit System Board Hearing

The request for a Merit System Board Hearing from an employee shall be in writing and submitted to the ~~Internal Services~~Human Resources Director within seven calendar days following the administrative review and final decision by the department director. The ~~Internal Services~~Human Resources Director serves as Secretary to the Board.

The Board determines the order of business for the conduct of its meetings and is not bound by technical rules of evidence or civil procedure. The appealing employee has the burden of proof and makes the first presentation.

2. Appeal to the City Manager

An appeal to the City Manager may be made only by an employee following the Merit System Board hearing; however, the City Manager has final decision making authority over all appealable disciplinary matters regardless of whether or not an appeal has been filed. - The request for an appeal shall be in writing and submitted to the City Manager within three business days following notification of the Merit System Board recommendation. The decision of the City Manager is final and binding.

3. Disciplinary Appeals for Tempe Municipal Court Employees

Applicable disciplinary appeals for non-judicial Court employees shall be forwarded to the City Merit System Board, which shall sit in such cases as the Tempe Municipal Court Merit System Board. The Board recommendations shall be forwarded to the Presiding

Judge who solely will be responsible for final decisions. Matters involving a conflict with the Presiding Judge shall be forwarded to the Presiding Judge of Maricopa County.

Reason for Changes

- We wanted to clarify that requests for administrative review should come through HR on behalf of the City Manager.
- We wanted to make it clear that the City Manager has final authority regardless of whether not an appeal is filed.

Proposed Changes

Rule 5: Leave Programs & Benefits

Section 501: Paid Leave

New employees may use accrued paid leave, with supervisory approval, after working 30 calendar days; however, the Personal Day may be taken at any time after employment commences with supervisory approval.

Paid leave may be taken only after it is earned. Accruals shall be posted and available for use as of the first of each month. Paid leaves continue to accrue during any leave with pay, except compassionate and/or ~~catastrophic leaves~~ supplemental family leave.

Paid leave does not accrue for any employee in an unpaid status or when receiving compassionate or supplemental family ~~catastrophic~~ leave. Pro-rated accrual amounts will be posted at the end of the month based on any actual hours in an active paid status during the month.

Any employees on a regular work schedule (not including regular overtime) that is more than 40 hours/week shall have leave allotments or accrual rates (including maximum allowable accrual) adjusted proportionally. For example, regular 56 hour/week schedules will result in accruals adjusted by multiplying 56/40 1.4 times the 40 hour accrual rates.

Leave hours for part-time regular employees (who work less than 40 hours per week but at least 1,040 hour a year) shall be pro-rated for all leave benefits and programs. Those working 20-29 hours/week will receive .5, and those working 30-39 hours/week will receive .75 of the full benefit. Part-time employees shall not receive paid leave benefits in any one work week that results in their total pay for that week being in excess of their usual pay for their regular part-time schedule.

The number of paid leave hours required to take one day of leave is the number of hours for which the employee is normally scheduled to work on the day requested. For example, if an employee works a 4/10 schedule and takes one leave day on a day normally scheduled as a 10-hour work day, 10 hours of leave must be used. This rule also applies to part-time regular employees.

Reason for Changes

- In the last Personnel Rules revisions, we updated Catastrophic Leave to Supplemental Family Leave; however, these references were missed.
- Changed 56/40 to 1.4 because it seems more straight forward.

A. Personal Leaves

Employees shall request supervisory approval for all leave under this section, and pre-approval must be received for the leave to be authorized and paid. All personal leave shall be scheduled and taken in accordance with the best interest of the City. The City reserves the right to postpone or cancel personal leave in the event of any emergency. This includes the right to recall an employee from personal leave. Requests to utilize any personal leaves that are not pre-scheduled may be denied.

1. Vacation Leave

Regular, full-time employees accrue annual vacation leave as outlined in the following table when in an active pay status.

<i>Years of Service</i>	<i>40 hours/week Monthly Accrual</i>
<i>Up to 5</i>	<i>9.33</i>
<i>5-9</i>	<i>11.33</i>
<i>10-14</i>	<i>13.33</i>
<i>15-19</i>	<i>16.67</i>
<i>20+</i>	<i>18</i>

Maximum vacation leave use at any one time is 6 weeks (240 hours) except for employees working 56-hour schedules who may take a maximum of 14 working days.

Employees may carry over a maximum of 450 hours of accrued vacation. Any employee with excess vacation hours over the allowable maximums shall have until the end of the last full pay period paid in each calendar year ~~the last pay date paid in December~~ to utilize the excess hours or have qualifying hours paid out under the annual vacation payout program if eligible, or excess hours shall be forfeited.

The City Manager shall review any request for an extension of the forfeiture date for excess vacation. The City Manager may approve an extension to allow use of excess vacation until March 31 of the next year for dire circumstances where organizational need precluded the employee from utilizing excess hours. In that case excess vacation hours not used by April 1 will be forfeited.

Reason for Changes

- This language was updated in the TSA and UAEA MOU to capture the actual practice. We are now updating the Personnel Rules to be accurate.

B. Medical Leaves

2. Compassionate Leave

Regular employees may participate in the compassionate leave program which allows employees to voluntarily donate their own accrued sick and/or vacation leave to another qualified employee who has exhausted all paid leave, including all accrued compensatory time, and has requested compassionate leave donations through Human Resources.

Any requesting employee who solicits leave donations from another employee shall forfeit eligibility for this program.

Vacation and sick leave may be donated to eligible employees on approved FMLA leave (see [Section 503.F.](#)) (1) for the birth of baby or parental leave including bonding time; (2) for the employee's own non-job related serious health condition, or (3) to care for a spouse, domestic partner, child (including step) or parent with a serious health condition, or for other extenuating circumstances as approved by the City Manager.

New employees who are not yet eligible for FMLA protection may qualify for compassionate leave if their leave mirrors that defined under the FMLA. Vacation or sick leave hours that will be or are being forfeited due to requirements of those leave programs cannot be donated. The value of donated leave is based on the donor's hourly rate of pay as it relates to the recipient's hourly rate of pay.

While receiving compassionate leave employees are ineligible to earn vacation or sick leave and may have accruals adjusted. Program guidelines shall be provided on the compassionate leave request form.

3. Supplemental Family Medical Leave

Regular employees may request supplemental family medical leave which provides up to 160 paid hours per calendar year to eligible employees who are on approved FMLA qualifying leave (1) for the birth of baby or parental leave including bonding time; (2) for their own non-job related serious health condition or (3) to care for a spouse, domestic partner, child (including step), or parent with a serious health condition. New employees who are not yet eligible for FMLA protection may qualify for supplemental family medical leave if their leave mirrors that defined under the FMLA. To qualify for supplemental family medical leave, the employee must have been out of work for at least 30 consecutive calendar days. The leave will commence on the 31st day and be paid up to the 60th day of the qualifying event.

While receiving supplemental family medical leave employees are ineligible to earn vacation or sick leave and may have accruals adjusted. Program guidelines shall be provided on the supplemental family medical leave request form.

Reason for Changes

- Updated the language to include the FMLA qualifying event of birth of baby.
- Added time frame of when the leave will be used during employee’s absence. This is consistent with practice and the information presented to Council in 2020.

Proposed Changes

D. Other Paid Leave Benefits

1. Bereavement Leave

Upon the death of a relative, all regular and probationary employees in an active, paid status may request up to one work week (up to 40 or 56 hours depending on scheduled work week) of paid bereavement leave. Bereavement leave may be used consecutively and within 30 work-days of the death, but ~~an~~ employees may request to split the bereavement leave allotment and/or extend the eligibility period by providing the reason for the request to ~~his or her~~ their supervisor or Human Resources. Documentation of the death and relationship may be requested by the supervisor. Documentation may include, but is not limited to, the following:

- Obituary
- Death Certificate
- Funeral/Memorial Service program ~~Documentation of the death and attendance at the funeral and/or memorial service may be requested by the supervisor.~~

“Relative” includes all of the following:

Spouse	Grandparent (in-law & step)
Domestic Partner	Grandchild (in-law & step)
Child (foster & step)	Aunt
Parent (in-law & step)	Uncle
Sister (in-law & step)	Nephew
Brother (in-law & step)	Niece

Son/Daughter in-law	
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Reason for Changes

- Added clarifying language on appropriate documentation.

2. **Paid Administrative Leave**

Paid Administrative leave is the non-disciplinary suspension of an employee from work with pay. Administrative leave shall be approved by both the department director and the Internal Services Human Resources Director. Unpaid administrative leave is addressed in Section 505.B.

Reasons for placing an employee on administrative leave include:

- An internal review or investigation when the employee's presence on the job or at the work site would hinder the review or investigation; or
- A situation that is perceived to be of an urgent or serious nature in which a supervisor believes the employee should be immediately removed from the workplace, such as when the employee's presence would be detrimental to the public interest or the continued efficient operation of the City, or may create a safety issue for the employee, other employees, or the public; or
- Other extraordinary circumstances as determined by both the department director and the Internal Services Human Resources Director.

Reason for Changes

- If a person just reads this section, it would not be obvious that unpaid administrative leave also exists.

Proposed Changes

3. **Military Leave of Absence**

As specified in [A.R.S. § 26-168 & § 38-610](#), employees who are members of the National Guard or the United States armed forces reserves shall be entitled to take leaves of absence to comply with orders of the state or United States for training or active duty. Taking a military leave of absence shall not result in loss of seniority, pay increases, vacation accrual rates or other employment rights. Employees shall submit a copy of their military orders within 7 business days of receiving them to their supervisors and Human Resources prior to commencement of any military leave of absence to establish eligibility for military leave benefits. For any military leave of absence that is 30 days or longer, employees shall meet

with Human Resources to provide a copy of their military orders and review leave benefits and requirements. Employees shall submit a DD214 form or equivalent on their return from a military leave of absence. The City complies with all requirements of [the Uniformed Services Employment and Re-Employment Rights Act of 1994 \(USERRA\)](#).

- a) ***Paid Military Leave:*** Regular employees shall be entitled to paid military leave not to exceed 30 workdays, ~~as defined under Arizona statutes,~~ in any two consecutive calendar years.
- b) ***Using Accrued Leave:*** Employees may, at their discretion, elect to use accrued vacation, sick leave or compensatory time but only after exhausting all available paid military leave during the first 30 workdays of a military leave of absence prior to potential eligibility for military supplemental pay. Employees also may elect to use accrued leave during any applicable end of service leave of absence prior to returning to work. For employees utilizing any paid leave, deductions for medical, dental and/or vision benefits will continue to be taken at the same rate as if the employee were actively working.
- c) ***Unpaid Military Leave:*** If the employee has used all available paid military leave and chooses not to utilize accrued leave during the initial 30 workdays, the time shall be unpaid military leave. After the initial 30 workdays and through the end of the military leave of absence, unpaid military leave will be recorded for all employees. Employees on unpaid military leave do not receive holiday pay, accrue paid leave or any other type of compensation (except for military supplemental pay if eligible).

Employees on unpaid military leave may elect to continue medical, dental, and/or vision benefits for up to 24 months, by submitting monthly premiums to the City equal to the rate(s) they would pay if actively working.

- d) ***Retirement Contributions:*** The City will remit employee and employer contributions to the [Arizona State Retirement System \(ASRS\)](#) or the [Public Safety Personnel Retirement System \(PSPRS\)](#) on the employee's behalf for up to 48 months. State law specifies that time spent on a military leave of absence will count as credited service for retirement.
- e) ***Military Leave Supplemental Pay:*** Thirty workdays, ~~as defined under Arizona Statutes,~~ after commencing an approved military leave of absence for training or active duty, employees may be eligible for military supplemental pay, which will be equal to the difference between an employee's salary (not including any additional components of pay or premium pay) and all pay and allowances received by the employee for ~~his/her~~their military duty, when that amount is less. The City will pay military supplemental pay for a period of up to 24 months. While receiving military supplemental pay, employees shall not accrue paid leave or receive any other type of compensation. Employees may elect to

continue medical, dental and/or vision benefits by requesting deductions from their supplemental pay or by submitting monthly premiums equal to the rate(s) they would pay if actively working.

Reason for Changes

- Removed “as defined under Arizona Statutes” because we are actually providing more leave than what is required.

Proposed Changes

Section 502: Payouts of Accrued Leave

A. Personal Leaves

2. Payout of Vacation Leave on Termination

Upon termination of employment, employees receive a 100% payout of all unused, accrued vacation hours at their current base hourly rate of pay not including any multiple components of pay. Employees may not run out vacation time during their last two weeks of employment or their resignation or retirement effective date could be altered at Human Resources’ discretion. (See Section 305: Termination of Employment)

B. Sick Leave

1. Payout of Sick Leave on Resignation

Employees resigning from City service with a minimum of ten years of continuous service shall receive a 50% payout of all unused, accrued sick leave hours at their current hourly rates of pay. Effective July 1, 2018 employees whose leave benefits are not governed under an MOU and who are resigning with a minimum of 20 years of continuous service shall receive the payout at 60%. Employees may not run out sick time during their last two weeks of employment. (See Section 305: Termination of Employment)

Reason for Changes

- This is the same issue as addressed previously in not allowing employees to artificially extend their employment.

Proposed Changes

Section 503: Unpaid Leave

A. General Leave

Regular employees, who have completed their original probationary periods, may request general leave with their supervisors’ and department directors’ approvals for the following reasons:

- To run for elective office.

- To participate in a training or educational opportunity that will improve the employee's value to the City.

Regular employees, including those on probation, may request general leave with their supervisors' and department directors' approvals for the following reasons provided that they have worked at least one full pay period:

- To supplement vacation only if all accrued vacation leave and compensatory time has been exhausted, and for no more than a total of 40 hours in any one calendar year.
- For other reasons approved by the ~~Internal Services~~Human Resources Director and the City Manager.

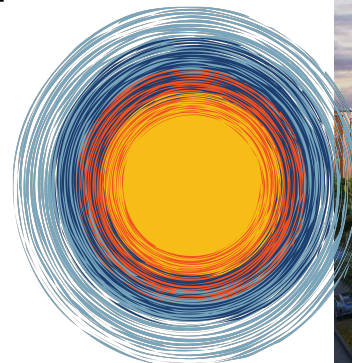
Reason for Changes

- This change is to prevent employees from starting work, then immediately taking time off. This can result in employees obtaining benefits earlier than they should have.



COMMUNITY DEVELOPMENT HOMETOWN FOR ALL

Building Permits Issued



The Cameron by **StreetLights Residential** - 2062 E Cameron Way



Building Permits Issued - **Hometown for All** Initiative Report | July 2021

Construction Valuation | \$44,808,093

Total Building Permit Fees Collected | \$371,995.46

Fees Toward Hometown For All [50% of Total Building Permit Fees Collected] | \$185,997.73

Hometown For All Donations Received | \$125,000



Building Permit(s) Issued from 7/1/2021 thru 8/1/2021

Project Number	Address	Title	Description of Work	Construction Valuation	Total Building permit Fees	Fee Towards Hometown For All (50% of Total Fees)	Total Bldg Area	Units	Owner
BP200624	2420 W BASELINE RD 85282	CELERION PHARMACY UPDATE	TI W/ROOFTOP A/C - SUITE 110 (RANGE 110-116)	\$676,500.00	\$6,654.42	\$3,327.21	103,148		Broadstone CI West LLC
BP211394	1326 E DEL RIO DR 85282	Burns Residence	SEWER LINE REPAIR/REPLACEMENT IN ALLEY no charge Building Permit	\$1,100.00	72.87	\$36.44	0		BURNS PAUL ALEXANDER/CARMELITA S
BP211503	2146 E CONCORDA DR 85282	Panel Upgrade	200 amp panel like for like same location	\$3,164.00	\$146.00	\$73.00	0		WOOD REED M
BP211505	1909 E LA VIEVE LN 85284	1909 E. La Vieve Ln	200 Amp panel upgrade, like for like, same location	\$3,164.00	\$146.00	\$73.00	0		LAMONT JOHN T/LISA M
BP210856	6349 S MCCLINTOCK DR 85283	CK6663 Electrical Upgrade	Upgrade electrical to 800Amp, 3PH, 1208/208V	\$35,000.00	\$839.84	\$419.92	0		LNK ENTERPRISES LLC
BP210881	1323 W SOUTHERN AVE 85282	CK1502	Upgrade electrical to 800Amp, 3PH, 1208/208V	\$35,000.00	\$839.84	\$419.92	2,632		GREATSTONE EQUITIES INC
BP211184	2005 E ALAMEDA DR 85282	Pool Fill	Decommission Pool/ Fill without compaction	\$761.00	\$73.00	\$36.50	0		MCWHIRTER ROBERT JAMES/HUERTA MARY REGINA
BP211418	36 E CONCORDA DR 85282	Ederer, Dennis R & Valdez, Olivia	Residential PV install; 8.540KW, 28 panels, 1 inverter	\$14,140.00	\$343.00	\$171.50	0		EDERER-VALDEZ LIVING TRUST
BP211419	1951 E OXFORD DR 85283	Inoue, Tadayoshi	Residential PV install; 6.710KW, 22 panels, 1 inverter	\$14,140.00	\$343.00	\$171.50	0		BRUNIN BRADLEY V/CHERYL HUNNEL
BP211438	4607 S RITA LN 85282	REBECCA JOSLIN	INSTALL NPVS	\$14,140.00	\$343.00	\$171.50	0		JOSLIN REBECCA
BP211323	850 W RIO SALADO PKWY 85281	BD LEVEL 4 LAB EXPANSION T.I.	TI - 4TH FLOOR - 5,643-SF WITHIN LEVEL 4. THE PROJECT WORK CONSISTS	\$837,000.00	\$7,950.77	\$3,975.39	185,824		BECTION DICKINSON
BP211128	26 E UNIVERSITY DR 85281	Shady Park Restaurant Shade Structure	New sound control canopy over open patio	\$100,000.00	\$1,660.89	\$830.45	8,490		STRIMLING ROBERT B/DEBRA K TR
BP211388	1029 W OXFORD DR 85283	Electrical for Spa	Add electrical circuit for outdoor spa/hot tub	\$1,000.00	\$97.88	\$48.94	1,074		moller krista
BP211513	127 E CONTINENTAL DR 852811054	PAI REMODEL ELECTRIC	ELECTRICAL PANEL SWAPOUT TO 200 AMPS SAME LOCATION	\$3,211.00	\$148.00	\$74.00	0		CATHY PAI
BP211515	1846 E DAVA DR 85283	Mary Shahn	MPU 200 amp like for like same location	\$3,211.00	\$148.00	\$74.00	0		SHAHIN MARY G
BP211404	4701 S MILL AVE 85282	TEMPE GARDENS	MODIFYING DEPTH OF POOL FROM 8ft deep to 7 ft deep	\$5,000.00	\$216.62	\$108.31	0		TEMPE GARDENS hoa
BP211178	500 W GUADALUPE RD 85283	PHO_KYRENE & GUADALUPE-5G LSUB6	MODIFICATION TO EXISTING CELL SITE	\$10,000.00	\$331.17	\$165.59	0		TEMPE UNION HIGH SCHOOL DIST
BP211440	505 S HARDY DR 85281	APS EV @ CITY OF TEMPE-HARDY MAIN. YARD	INSTALLATION OF (4) LEVEL 2 CHARGING PORTS,(1) 200A METER AND 50KVA TRANSFORMER (BY APS)	\$60,000.00	\$1,202.49	\$601.25	0		TEMPE CITY OF
BP211512	925 E MCNAIR DR 85283	CAMPBELL	INSTALL WINDOWS	\$2,400.00	\$173.36	\$86.68	0		PATE GORDON D/KATHY KAY
BP210973	2017 E PEGASUS DR 85283	Pronano residence Remodel	renovate exst. storage area , for new Bathrm. and utility remodel	\$9,000.00	\$308.26	\$154.13	2,905		HUFFAKER W R;MARLA
BP211244	7814 S KACHINA DR 85284	Solar - Johnson	Installation of Roofmount PV Solar - 5.11KW 14 Modules	\$14,140.00	\$343.00	\$171.50	0		REYNOLDS SYLVIA L
BP211416	561 W MAGDALENA DR 85283	Albert Jasso	Solar install and MPU	\$17,304.00	\$343.00	\$171.50	0		KINSFATHER BEATRICE E
BP211416	561 W MAGDALENA DR 85283	Albert Jasso	Solar install and MPU	\$17,304.00	\$343.00	\$171.50	0		KINSFATHER BEATRICE E
BP211387	1535 W 5TH PL 85281	panel swap	200amp like for like change out same location	\$3,164.00	\$146.00	\$73.00	0		REED JAMES;JODIE
BP211435	1380 W AUTO DR 85284	Georgia Tech Research Institute / Access Control	Installation of Access Control System to prevent unauthorized access into suite &	\$6,944.00	\$262.44	\$131.22	0		N2J HOLDINGS LLC
BP201901	2121 S MILL AVE 85282	2121 ON MILL	5' tall site wall and a 5' tall metal gate will be added to enclose the courtyard facing Mill	\$10,000.00	\$337.87	\$168.94	17,363		Steven & Christine Seidner Living Trust 1994
BP211451	140 E RIVIERA DR 85282	PRESIDENTIAL POOLS	IN-GROUND POOL W/ASSOC EQUIP	\$17,629.00	\$366.00	\$183.00	0		JOMSKY RESIDENCE
BP210397	1214 E BROADMOR DR 85282	Residential Remodel	small addition and remodel to existing carport, convert rear portion of laundry to livable,	\$25,000.00	\$674.82	\$337.41	1,626		GREENE DEREK/FFRENCH NICOLE C
BP210995	730 S MILL AVE 85281	PEDAL HAUS BREWERY - SILO HOUSING ADDITION @ CENTERPOINT ON MILL	ADDITION TO EXISTING BLDG. - SUITE 102 (RANGE 102-106)	\$30,000.00	\$445.72	\$222.86	14,220		pedal haus
BP211384	3320 S PRIEST DR 85282	Tempe Village Square	600A addition	\$65,000.00	\$1,259.79	\$629.90	35,175		PRITHERN LLC;
BP211036	2075 E 5TH ST 85281	GMA MANUFACTURING LLC / DIABLO PROPERTY VENTURES - FENCING	ADDITION OF TWO 10' TALL FENCE/GATES BETWEEN TWO INDUSTRIAL PROPERTIES ON NORTH AND SOUTH ENDS OF BUILDINGS AND	\$5,000.00	\$216.62	\$108.31	0		Lafa Properties LLC
BP211411	1311 W BASELINE RD 85283	MISSION SPRINGS	REPLACE OF FIRE DAMAGE - UNIT2123	\$150,000.00	\$2,118.04	\$1,059.02	0		GELT BASELINE HOLDINGS LLC/ETAL
BP211179	7909 S HARDY DR 85284	Cigna Hardy Renovation	TI - SUITE 103 (RANGE 103-105)	\$750,000.00	\$7,273.04	\$3,636.52	132,578		ELLIOT BUSINESS PARK LLC
BP211030	1347 E UNIVERSITY DR 85281	I/O FLOOD - PHASE II	PHASE II - ADD ROOF HVAC AND SCREENING	\$450,000.00	\$4,863.04	\$2,431.52	14,494		IO FLOOD
BP211528	1348 W 15TH ST 85281	Polley Ann Unit 2	Remove old 200 amp Electrical Panel and breakers install new 200 amp electrical panel	\$3,211.00	\$148.00	\$74.00	0		OSAIN GEORGE R;MARIA
BP211542	1940 E CITATION LN 85284	WAKE RESIDENCE	REPLACE 200AMP SES LIKE FOR LIKE	\$3,211.00	\$148.00	\$74.00	0		
BP211533	1218 E STEAMBOAT BEND DR 85283	Pritchard 748078	Replace hot & cold interior lines only with pex Like for Like	\$4,771.00	\$184.00	\$92.00	0		PRITCHARD TIM S & BARBARA L
BP211525	547 W 19TH ST 85281	sewer repair	Repair sewer line in ROW (alley)	\$10,000.00		\$0.00	0		LOUIS CHRIS AND LINDA JEAN THANUKOS REV TRUST
BP211219	1935 E PEBBLE BEACH DR 85282	Bretschneider, Stuart	Permit for Battery System	\$15,000.00	\$445.72	\$222.86	0		MOBILE ANGEL LLC
BP211238	1445 W ELLIOT RD 85283	C436-HVAC Retrofit	Remove and Replace some HVAC units	\$780,000.00	\$7,506.74	\$3,753.37	141,200		PRICE COMPANY
BP211395	2623 E GENEVA DR 85282	Douglas - MPU	INSTALL ROOF MOUNTED PV Solar System w/200AMP SES Upgrade	\$17,304.00	\$343.00	\$171.50	0		DOUGLAS EDWIN J/VIRGINIA C TR
BP211395	2623 E GENEVA DR 85282	Douglas - MPU	INSTALL ROOF MOUNTED PV Solar System w/200AMP SES Upgrade	\$17,304.00	\$146.00	\$73.00	0		DOUGLAS EDWIN J/VIRGINIA C TR
BP210617	1500 S PRIEST DR 85281	TRANSITIONS FOR THE DEVELOPMENTALLY DISABLED - T.I.	T.I. - CHANGE OF USE from B to I-4 MINOR INTERIOR UPGRADES	\$20,000.00	\$560.27	\$280.14	10,255		Transitions
BP211102	977 E APACHE BLVD 85281	DISTRICT ON APACHE	Interior remodel to existing clubhouse areas. Scope of work includes structural work	\$60,000.00	\$1,202.49	\$601.25	447,550		Breit SH District Apache, LLC
BP211536	2125 E HOWE AVE 85281	Jennifer Spangler	Water Line Replacement SLIPP	\$4,771.00	\$184.00	\$92.00	0		DE LA ROCHA MARIA/EZEQUIEL
BP211541	546 W VAUGHN ST 85283	William Wolf	Water Line Replacement slipp	\$4,771.00	\$184.00	\$92.00	0		WOLF W SHAPARD JR & DYAN S
BP211568	1209 E BROADMOR DR 85282	14727970	Like for like 200amp SES	\$3,211.00	\$148.00	\$74.00	0		CARLSON RICHARD C TR
BP211229	2727 E UNIVERSITY DR 85281	Sage Point -Montecito Estates	Replacing Mobile Home Pedestal to Commercial Pedestal - SPACE62	\$5,550.00	\$239.53	\$119.77	0		NORTHWEST FARM LTD PARTNERSHIP ETAL
BP211538	2330 E GENEVA DR 85282	Bisson	200 amp like for like, same location panel change	\$3,211.00	\$148.00	\$74.00	0		BISSON JEAN PAUL/LIGHT BISSON EMILY
BP211550	2407 S ALLRED DR 85282	Allred	Electrical Panel replace like for like 200 amp. Did not move location of panel or change	\$3,211.00	\$148.00	\$74.00	0		RODGERS JODY/MDM RODGERS FAMILY LP
BP211555	4414 S ALDER DR 85282	Casey Residence	UG 200A All-in-one SRP requested relocation of panel	\$3,900.00	\$196.61	\$98.31	0		TIMOTHY J CASEY TRUST
BP211059	6415 S ROCKFORD DR 85283	Offerman, Jason	solar and battery storage install	\$4,000.00	\$343.00	\$171.50	0		Jason Offerman
BP211059	6415 S ROCKFORD DR 85283	Offerman, Jason	solar and battery storage install	\$4,000.00	\$193.71	\$96.86	0		Jason Offerman
BP211278	129 E ELLIS DR 85282	Rullo_garage plan	Existing garage to be permitted	\$5,000.00	\$221.02	\$110.51	1,640		MADACHY MICHAEL J
BP211075	1537 E BISHOP DR 85282	Solar Topps - Salla	05.84 KW DC Solar roof mounted and installing 17.1 KWH Panasonic battery	\$13,900.00	\$343.00	\$171.50	0		SALLA RAHUL B/KARCH BABETT
BP211075	1537 E BISHOP DR 85282	Solar Topps - Salla	05.84 KW DC Solar roof mounted and installing 17.1 KWH Panasonic battery	\$13,900.00	\$422.81	\$211.41	0		SALLA RAHUL B/KARCH BABETT
BP211496	719 E LA JOLLA DR 85282	Gugel PV Project	Installation of a 3.9kw roof mounted solar system	\$14,140.00	\$343.00	\$171.50	0		Matthew Gugel
BP211470	1904 E FAIRMONT DR 85282	Hadzihasanovic, Muhamed	Residential PV install; 3.660KW, 12 panels, 1 inverter	\$14,140.00	\$343.00	\$171.50	0		HADZIHASANOVIC MUHAMED/MERSIJA
BP210971	5020 S OAK ST 85282	ABLOG RESIDENCE - RES ADDITION @ TEMPE GARDENS 9	RES ADDITION - bathroom addition to south side of property connecting to bedroom	\$25,000.00	\$674.82	\$337.41	2,802		Trina M Ablog
BP210983	720 S ROOSEVELT ST 85281	The Dillon	TI - Remodel 12 Existing Apartments	\$350,000.00	\$3,948.04	\$1,974.02	5,160		BAILEY JOHN F



Building Permit(s) Issued from 7/1/2021 thru 8/1/2021

BP211547	6612 S FOREST AVE 85283	Nathan Marine	Sewer Line Replacement SLIPP	\$4,771.00	\$184.00	\$92.00	0	SMITH BEVELYN
BP211120	1415 W 3RD ST 85281	1415 OFFICE EXTERIOR	EXTERIOR IMPROVEMENTS CONSISTING OF NEW FACADE TREATMENT, NEW	\$450,000.00	\$4,863.04	\$2,431.52	81,174	RMR GROUP
BP211241	1649 E LAGUNA DR 85282	Transition Fix	The transition from the house to the city sewage system is blocked and collapsed-	\$0.00		\$0.00	0	Anne Watson
BP211426	1725 W GREENTREE DR 85284	NURO Electrical Upgrades	Modifications to existing circuits to accommodate new furniture. Electrical only.	\$250,000.00	\$3,033.04	\$1,516.52	12,640	AGAVE PROPERTY CENTER LLC
BP210262	1800 W ELLIOT RD 85283	Whataburger	New Restaurant	\$1,949,535.00	\$14,901.92	\$7,450.96	3,746	
BP211498	3220 S VENTURA DR 85282	3220 S Ventura Electrical Subpanel	Remove and replace damaged electrical subpanel. Like for Like.	\$3,211.00	\$148.00	\$74.00	0	GRIFFIN SHERALD R;JOAN L
BP211499	8440 S RIVER PKWY 85284	IRIDUM	TI - INTERIOR DEMOLITION	\$761.00	\$72.00	\$36.00	0	
BP211570	3242 S KENWOOD LN 85282	April Churnchill	sewer slipp onsite	\$4,771.00	\$184.00	\$92.00	0	ARIZONA HOME AND LAND INVESTMENTS INC
BP211521	1730 S EL CAMINO DR 85281	El Camino	Gas repair - replacement of gas line in new location	\$4,000.00	\$196.61	\$98.31	0	Doug O'Brien
BP211553	2060 S RURAL RD 85282	Meter bank Replacement	400A like for like meter bank replacement	\$6,000.00	\$243.11	\$121.56	0	CHOWDHURY MASUD/MADELEINE
BP211355	6100 S RURAL RD 85283	Tempe Post Acute	INSTALL ACCESS CONTROL SYSTEM	\$6,100.00	\$262.44	\$131.22	0	
BP211497	5725 S WESTFALL AVE 85283	Jacqueline Gardner	Solar install 7.770kW, 21 modules// MPU 225A	\$17,351.00	\$343.00	\$171.50	0	Jacqueline Gardner
BP211497	5725 S WESTFALL AVE 85283	Jacqueline Gardner	Solar install 7.770kW, 21 modules// MPU 225A	\$17,351.00	\$148.00	\$74.00	0	Jacqueline Gardner
BP211488	2043 E GEMINI DR 85283	Laura Ellington-Pierre	installation of a roof-mounted 8.580 DC kW photovoltaic system and a 200a MPU	\$17,351.00	\$343.00	\$171.50	0	PIERRE ROBERT N/ELLINGTON PIERRE LAURA E
BP211488	2043 E GEMINI DR 85283	Laura Ellington-Pierre	installation of a roof-mounted 8.580 DC kW photovoltaic system and a 200a MPU	\$17,351.00	\$148.00	\$74.00	0	PIERRE ROBERT N/ELLINGTON PIERRE LAURA E
BP211552	1303 E VINEDO LN 85284	Water Meter	Upgrade from 5/8" to 3/4" Water Meter NO CHARGE BP	\$0.00		\$0.00	0	STAMAND ROGER D/DEBRA A
BP211357	1128 E CAMPUS DR 85282	relocating main electrical panel	Existing main electrical panel will be relocated to the northeast side of the house	\$1,800.00	\$139.80	\$69.90	0	ABEL GEORGE H & LOIS G TR
BP211436	154 W 5TH ST 85281	HAYDEN SQUARE CONDOS	Run power for new signs	\$8,000.00	\$285.35	\$142.68	0	SWICK GREGORY P
BP202405	430 N SCOTTSDALE RD 85281	APS EV @ WATERMARK TEMPE, GARAGE LEVEL 2	INSTALLATION OF (4) GARAGE LEVEL 2 CHARGING PORTS & 200A METER	\$80,000.00	\$1,460.79	\$730.40	0	
BP211101	2000 E RIO SALADO PKWY 85281	TEMPE MARKETPLACE	Shade Structure installation	\$90,000.00	\$1,546.29	\$773.15	0	TEMPE CITY OF
BP211472	1620 E PALMCROFT DR 85282	Kilby Project	CONSTRUCT INGROUND POOL	\$17,629.00	\$366.00	\$183.00	0	KILBY BRUCE/ALICE L
BP211407	955 E MARGOLD LN 85281	Rivard Residence - Pool	New 395 SF in ground swimming pool with attached 47 SF spa	\$17,629.00	\$366.00	\$183.00	0	LEONE DENNIS J
BP211581	2118 E PEBBLE BEACH DR 85282	Michael Ashley MPU	200 AMP standard main panel upgrade	\$3,211.00	\$148.00	\$74.00	0	MIES ROBERT S/ELIZABETH J TR
BP211585	5422 S LIGHTHOUSE LN 85283	Nancy McGill	Sewer Rehabilitation: CIPP Relining	\$4,771.00	\$184.00	\$92.00	0	HILLARD C D;VIRGINIA
BP211530	951 E DIVOT DR 85283	George Goni-PV	Roof mount install of 6.24 kW, and 16 moduels/microinverters for solar PV.	\$14,140.00	\$343.00	\$171.50	0	George Goni
BP210859	1066 W JEANINE DR 85284	Kyle New	Solar Install 5.100kW,15 modules	\$14,140.00	\$343.00	\$171.50	0	ANDERSON JOHN A
BP211346	415 W LARONA LN 85284	Jacobs	Installation of a 5.440 kW Photovoltaic System	\$14,140.00	\$343.00	\$171.50	0	JACOBS TIMOTHY L/JUDITH C TR
BP211301	1738 E PALMCROFT DR 85282	Ducharme PV Project	Installation of a 4.55kw roof mounted solar system	\$14,140.00	\$343.00	\$171.50	0	MCGOUGH STEVEN/KATHLEEN K/KATHERINE
BP211383	235 W JEANINE DR 85284	Sheard	Installation of 10.585kW (DC) residential roof top solar system. Two new Tesla	\$17,000.00	\$343.00	\$171.50	0	SHEARD SUZANNE TARIOT
BP211383	235 W JEANINE DR 85284	Sheard	Installation of 10.585kW (DC) residential roof top solar system. Two new Tesla	\$17,000.00	\$491.54	\$245.77	0	SHEARD SUZANNE TARIOT
BP211571	1627 E BAKER DR 85282	21-0254-RN	Vehicle Impact Damage - Investigation Project Needed repair to original	\$25,000.00	\$684.86	\$342.43	0	POWELL JANIS
BP201654	1361 E DAVA DR 85283	Dava Remodel	Residential Remodel and addition	\$30,000.00	\$757.29	\$378.65	0	THOMAS GAY
BP211561	15 W SOUTHERN AVE 85282	Circle K Sign - Electrical	Run 3/4" conduit with 12-guage wire approx 5ft from Circle K sign to 4-square box.	\$1,500.00	\$124.62	\$62.31	0	DBNCH CIRCLE LLC
BP211501	1912 E PALMCROFT DR 85282	Xing Demolition	Complete demolition of all interior walls, windows, doors, mechanical, electrical and	\$761.00	\$146.00	\$73.00	2,106	PAPE WILLIAM E
BP211577	1946 E MYRNA LN 85284	Rammos Residence	Replace EXISTING 200A Electrical Panel, Like for Like, Same Location, No New Loads	\$3,211.00	\$148.00	\$74.00	0	STAVROS RAMMOS TRUST
BP211055	932 W LA JOLLA DR 85282	Maranville Solar Project	Installation of roof mounted PV solar panels	\$14,140.00	\$343.00	\$171.50	0	MCLEOD IAN A/TAMARA C
BP211437	1724 E JEANINE DR 85284	Lengel Garage Addition	Garage Addition	\$75,000.00	\$1,374.39	\$687.20	480	GUDIS LAWRENCE M/BARBARA A
BP211434	7420 S KYRENE RD 85283	U.S. Bank Dealer Services	TI - Work includes the addition of two new exterior windows to match landlord approved	\$30,400.00	\$773.80	\$386.90	19,198	B H Tempe Commerce LLC
BP211598	3218 S KENWOOD LN 85282	Joshua Nason	Sewer Line Repair SLIPP	\$4,771.00	\$184.00	\$92.00	0	NASON JOSHUA
BP211618	1856 E APACHE BLVD 85281	electrical #31	upgrade of electrical service same location #31	\$3,211.00	\$148.00	\$74.00	0	ORLANDO JOHN
BP210889	1528 E SOUTHERN AVE 85282	SOUTHERN PALMS MALL - EV Charging Stations	(2) existing parking stalls are to be converted into (2) standard electric vehicle (EV) parking spaces. (2) electric vehicle charging stations are to be installed in landscape	\$60,000.00	\$1,202.49	\$601.25	0	CP6SP LLC
BP211557	964 W MANHATTON DR 85282	COX	INSTALL WINDOWS	\$2,068.00	\$173.36	\$86.68	0	BROWN STEVEN;LOIS
BP211559	1656 N CIRCLE DR 85281	TOMS HOUSES	REPLACE 200AMP SERVICE same location	\$3,211.00	\$148.00	\$74.00	0	BATTLES KATHLEEN
BP211611	1856 E APACHE BLVD 85281	amph #30	upgrade of electrical service same location #30	\$3,211.00	\$148.00	\$74.00	0	ORLANDO JOHN
BP211582	620 W 3RD ST 85281	electric upgrade	electric panel and post upgrade, replace 200amp set, like for like, same location	\$3,211.00	\$148.00	\$74.00	0	lucy hosmer
BP211556	18 E HERMOSA DR 85282	BEDARD	INSTALL WINDOWS	\$3,990.00	\$196.61	\$98.31	0	GHRAB AMINE
BP211554	1965 E MEADOW DR 85282	VICKERS	INSTALL WINDOWS	\$4,030.00	\$219.86	\$109.93	0	VICKERS BRENDA H
BP211601	338 E DEL RIO DR 85282	Alley Sewer Repair Permit	338 E. Del Rio repair sewer in alley N/C BP	\$6,531.63		\$0.00	0	LANGILLE CARLA LEE
BP211490	1853 E DAVA DR 85283	Tesla - Elley PW+ - 85211793	Residential PV and PW Install	\$14,000.00	\$343.00	\$171.50	0	ELLEY GEORGE DALE/NICOLE ROSA RENEE TR
BP211573	9131 S TERRY LN 85284	SUNRUN KURUP	ROOFTOP SOLAR	\$14,140.00	\$343.00	\$171.50	0	PATEL DEVANG R/NIKETA A
BP211580	5834 S ALDER DR 85283	Anderson, Hope	NPVS	\$14,140.00	\$343.00	\$171.50	0	Anderson, Hope
BP211565	1861 E CONCORDA DR 85282	Getz, Daniel	4.575kw, 15 panels, 1 inverter	\$14,140.00	\$343.00	\$171.50	0	WEHR JOHN
BP210908	1135 E APACHE BLVD 85281	ZIGGI'S COFFEE @ PARK PLACE TEMPE	TI - SUITE 113	\$85,800.00	\$1,500.45	\$750.23	0	Park Place Tempe - Michael Stimpson
BP211520	950 W ELLIOT RD 85283	Mortgage Information Services	INSTALL ACCESS CONTROL SYSTEM - SUITE 221	\$1,500.00	\$124.62	\$62.31	0	NEW ACACIA LLC
BP211614	1121 E CONCORDA DR 85282	PANEL UPGRADE	Upgrade to 200A all-in-one service panel at same location BP211614 - PANEL	\$3,211.00	\$161.00	\$80.50	0	JPAS PROPERTIES LLC
BP211572	6504 S MCKEMY ST 85283	Gilbert Bernal	Residential solar install 7.770kW, 21 modules	\$14,140.00	\$343.00	\$171.50	0	GUTIERREZ HELEN BERNAL/BERNAL GILBERT M/DAVID
BP211453	6000 S LAKESHORE DR 85283	Marcos DeNiza HS 300T	Renovation of existing Building 300T	\$150,000.00	\$2,118.04	\$1,059.02	2,257	TEMPE UNION HIGH SCHOOL DIST 213
BP211477	1238 E HERMOSA DR 85282	Ceron PV Project	Installation of a 6.82kw roof mounted solar system	\$14,140.00	\$343.00	\$171.50	0	Ceron, Pablo
BP211518	915 S MCKEMY ST 85281	C.O.T. MITCHELL PARK - PLAYGROUND RENOVATIONS	Playground renovations at City park	\$570,000.00	\$5,959.12	\$2,979.56	1,946	TEMPE CITY OF
BP211595	4021 S HEATHER DR 85282	Total Pool Demo	Take out concrete pool siding, haul off, backfill and compact	\$772.00	\$74.00	\$37.00	0	Tonya Branaghan
BP211603	1804 E COLGATE DR 85283	Victor Carbajal	Installation of a roof-mounted 6.840 DC kW photovoltaic system.	\$14,140.00	\$343.00	\$171.50	0	CARBAJAL VICTOR
BP211473	1222 W BASELINE RD 85282	LIU RESIDENCE	Hall- Tub to Tub Master- Shower to Shower	\$24,000.00	\$651.91	\$325.96	0	Catherine Liu
BP211590	1345 S 52ND ST 85281	Demolition Plan	TI - INTERIOR DEMOLITION - 1ST & 2ND FLOOR	\$772.00	\$74.00	\$37.00	0	FACS GROUP INC
BP211491	318 E RIVIERA DR 85282	PRESIDENTIAL POOLS	IN-GROUND POOL W/ASSOC EQUIP	\$17,893.00	\$371.00	\$185.50	0	JULIO & LAURA IBARRA



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Permit Number	Address	Property Name	Description	Estimate	Fee	Impact Fee	Area	Volume	Owner
BP211509	924 W GEMINI DR 85283	3084 Markis	Kitchen Remodel	\$500.00	\$74.00	\$37.00	1,544		MARKIS WAYNE T & MELODY A
BP211631	1019 S LOLA LN 85281	Sewer - Puente-Reinhardt Home	Replacement of sewer line in house ONLY	\$4,771.00	\$184.00	\$92.00	0		PUENTE-MARTINEZ RAUL/REINHARDT GRETCHEN
BP211494	171 E BONITA WAY 85281	Bruno Roof	space decking sheathing replacement	\$7,500.00	\$289.61	\$144.81	0		BRUNS LAUREN J
BP211423	20 W KRISTA WAY 85284	Castro Residence	Residential PBI- Route to Conor Lynch	\$8,000.00	\$285.35	\$142.68	0		Castro Family Trust
BP211031	2145 E BASELINE RD 85283	Nextcare	TI - 1ST & 2ND FLOOR (SUITE 101-103 & 201-203)	\$1,437,730.00	\$11,835.04	\$5,917.52	81,279		CRICQ TEMPE TRUST
BP211639	8326 S MILL AVE 85284	Montague	REPLACEMENT OF 200AMP SES - LIKE FOR LIKE - SAME LOCATION	\$3,211.00	\$148.00	\$74.00	0		KOSTELICH ERIC J
BP210905	437 E BALBOA DR 85282	Richard Keefe	Roof Mount Solar Install 10.880kW, Main Derate to 175A	\$14,140.00	\$343.00	\$171.50	0		KEEFE RICHARD C & EVANGELINE D
BP211381	5821 S COUNTRY CLUB WAY 85283	Chavez PV Project	Installation of a 5.85kw roof mounted Solar System	\$14,140.00	\$343.00	\$171.50	0		CHAVEZ EFREN C/BARBARA M
BP211478	6411 S RIVER DR 85283	Johna Hutira-PV	Roof mount install of 5.07 kW, and 13 modules/microinverters for solar PV.	\$14,140.00	\$343.00	\$171.50	0		Johna Hutira
BP211254	1820 E WARNER RD 85284	BAC Warner & McClintock RRP	TI - Interior renovation to existing financial center	\$63,355.00	\$1,248.33	\$624.17	4,105		BANK OF AMERICA ARIZONA (IMPS-LEASE)
BP211546	1155 W RIO SALADO PKWY 85281	Suite 110 - Demo Only	TI - INTERIOR DEMOLITION - SUITE 110 (RANGE 108-110)	\$772.00	\$74.00	\$37.00	0		HAF-BILTMORE RIO SALADO L
BP211638	604 E LOMA VISTA DR 85282	Soto Residence	Complete Pool Removal	\$772.00	\$74.00	\$37.00	0		SOTO JAIME/JACQUELINE
BP211622	1538 E CEDAR ST 85281	Si Ming Sio	Sewer Line Replacement slipp	\$4,771.00	\$184.00	\$92.00	0		BAER SCOTT
BP210494	1848 E JEANINE DR 85284	GUSTAFSON RESIDENCE	PROPANE TANK for kitchen remodel, new cabinets, and MET gas line	\$30,000.00	\$757.29	\$378.65	0		RABIDEAU JAMES E/RITA F TR
BP211362	2700 S MILL AVE 85282	PH40256A Anchor	MODIFICATON OF EXISTING CELL SITE	\$25,000.00	\$674.82	\$337.41	0		GERYOL BRIGGS LLC
BP210982	906 N MILLER RD 85281	Banyan North Tempe - RAMADAS (4)	FOUR (4) NEW RAMADAS	\$67,038.00	\$1,294.17	\$647.09	1,680		
BP211621	927 W LIBRA DR 85283	Pool Demolition	Partial pool demolition with fill no compaction- no build	\$772.00	\$74.00	\$37.00	0		WOOLSEY IAN
BP211640	26 W SECRETARIAT DR 85284	21-0303.1-F	Temporary Power for Pool Pump and Irrigation Timer	\$772.00	\$74.00	\$37.00	0		CRAFT FAMILY LIVING TRUST
BP211624	6710 S TERRACE RD 85283	range gas line	install 3/4" gas line to stove	\$900.00	\$94.26	\$47.13	0		DANA DIANE
BP211644	2607 S JENTILLY LN 85282	SES	REPLACEMENT OF 200AMP SES PANEL - LIKE FOR LIKE/SAME LOCATION	\$3,211.00	\$148.00	\$74.00	0		GIBSON SHANE
BP211617	1110 E GENEVA DR 85282	Electrical panel upgrade	Replace and upgrade panel to a 200 amp like for like panel same location	\$3,211.00	\$148.00	\$74.00	0		John storer
BP211606	1930 E LIBRA DR 85283	Anthony Vitale	Drain replacement	\$4,771.00	\$184.00	\$92.00	0		TOLLESON PARK ONE LLC
BP211579	6820 S HARDY DR 85283	Titan Solar- Lindsey PV	Installation of a 3.700 kW-DC system	\$14,140.00	\$343.00	\$171.50	0		CARLENE E SOLOMON LIVING TRUST
BP211523	2913 S RITA LN 85282	Meador PV Project	Installation of a 4.55kw roof mounted solar system + MPU	\$17,351.00	\$343.00	\$171.50	0		MEADOR LORETTA
BP211523	2913 S RITA LN 85282	Meador PV Project	Installation of a 4.55kw roof mounted solar system + MPU	\$17,351.00	\$148.00	\$74.00	0		MEADOR LORETTA
BP211140	210 E AUBURN DR 85283	Kurtz Remodel	Master Bed room addition and Patio cover replacement	\$80,000.00	\$1,431.69	\$715.85	2,388		KURTZ JEREMY D
BP211239	2426 E DON CARLOS AVE 85281	TREVIZO RESIDENCE - RES ADDITION @ VICTORY TRACT	Addition to existing house with covered patio.	\$99,800.00	\$1,087.49	\$543.75	1,612		TREVIZO BARBARA TR
BP211563	1875 E APACHE BLVD 85281	Walk-In-Freezer Upgrades	Evidence Lockers: Refrigeration Equipment Replacement	\$382,000.00	\$4,305.23	\$2,152.62	80,285		TEMPE CITY OF
BP211413	2650 N SCOTTSDALE RD 85281	EURO IMPORTS	Installing backflow assembly	\$1,500.00	\$124.62	\$62.31	0		EURO IMPORTS L L C
BP211526	3830 S DORSEY LN 85282	Panel	like for like 200amp panel change out	\$3,211.00	\$148.00	\$74.00	0		LAFEVER DENNIS R/KRISTA F
BP211459	3011 S 52ND ST 85282	EdgeConneX Waymo Guard Booth	CONSTRUCT NEW 8' X 8' GUARD BOOTH IN PARKING LOT	\$45,000.00	\$1,004.94	\$502.47	79,064		TMC-3011 S 52ND ST LLC
BP211401	2727 S DORSEY LN 85282	Meyer Park Playground Renovations	Municipal park improvements, including concrete, landscape, electrical, ramada (by	\$382,570.00	\$4,314.52	\$2,157.26	0		TEMPE CITY OF
BP211636	141 E BONITA WAY 85281	Bonita Way Demolition	Demolition of kitchen and soffit in hallway to prepare for remodel . see permit	\$772.00	\$74.00	\$37.00	1,333		GINGERICH EARL
BP211654	2099 E 10TH ST 85281	Lebratti	Replacing LIKE FOR LIKE Electrical Panel to 200Amp SAME LOCATION	\$3,211.00	\$148.00	\$74.00	0		LEBRATTI TANIA
BP211658	1149 E MCKELLIPS RD 85281	McKellips Electric	Replace electrical	\$3,211.00	\$148.00	\$74.00	0		SELIGER MICHAEL/MELISSA
BP211261	2429 E LAIRD ST 85281	Richard McGuckin	Installation of roof mounted residential solar 8.05kw system , 23 X 350W panels	\$14,140.00	\$343.00	\$171.50	0		Richard McGuckin
BP211317	1795 E UNIVERSITY DR 85281	NK Petroleum	TI - Add new kitchen at convenience store	\$30,000.00	\$757.29	\$378.65	3,212		SORCI JOHN J TR
BP211646	1507 E VAUGHN ST 85283	Margaret Knapp	Water Line Replacement SLIPP	\$4,771.00	\$184.00	\$92.00	0		KNAPP MARGARET
BP211256	1022 E LOYOLA DR 85282	Anthony Heim	BBQ & Heater	\$2,500.00	\$173.36	\$86.68	0		Anthony Heim
BP210980	906 N MILLER RD 85281	Banyan North Tempe - MAINTENANCE BLDG	NEW MAINTENANCE BUILDING (BLDG D/Bldg4 on plans)	\$95,453.00	\$1,647.83	\$823.92	1,253		
BP210979	906 N MILLER RD 85281	Banyan North Tempe - BLDG C (Bldg 3 on plans)	NEW FOUR-STORY (4) STORY MF RESIDENTIAL - BLDG C (Bldg 3 on plans)	\$10,198,660.00	\$65,605.29	\$32,802.65	123,351	115	
BP210978	906 N MILLER RD 85281	Banyan North Tempe - BLDG B (Bldg 2 on plans)	NEW FOUR-STORY (4) STORY MF RESIDENTIAL - BLDG B (Bldg 2 on plans)	\$10,488,741.00	\$67,377.19	\$33,688.60	126,799	88	
BP202426	906 N MILLER RD 85281	Banyan North Tempe - BLDG A (Bldg 1 on plans)	NEW FOUR-STORY (4) STORY MF RESIDENTIAL - BLDG A (Bldg 1 on plans). Landscape plans and dog park	\$10,915,082.00	\$69,986.16	\$34,993.08	132,016	107	
BP211116	2130 E RIO SALADO PKWY 85281	T-Mobile / Crown Castle 831557 @ ADOT LOOP 101 + 202	New 100' tall wireless comm facility monopole and T-Mobile antennas & equipment compound	\$75,000.00	\$1,374.39	\$687.20	0		Arizona Department of Transportation
BP211669	513 E WESLEYAN DR 85282	Panel Change Out	200 amp like for like change out same location	\$3,211.00	\$148.00	\$74.00	0		DEACON SEAN R
BP211630	1634 E DEL RIO DR 85282	SUNRUN BATTLE	ROOFTOP SOLAR	\$14,140.00	\$343.00	\$171.50	0		BATTLE ALLANTE/GREGORY
BP211539	1039 E GREENWAY DR 85282	Weston PV Project	Installation of a 3.9kw roof mounted solar system	\$14,140.00	\$343.00	\$171.50	0		PALACE SWANS LLC
BP211511	556 W SESAME ST 85283	Bierwagen- PV install	11.88kW PV system	\$14,140.00	\$343.00	\$171.50	0		BIERWAGEN JEROME J & CUPRAK CATHERINE A
BP211604	232 E COLGATE DR 85283	PRESIDENTIAL POOLS	IN-GROUND POOL W/ASSOC EQUIP	\$17,893.00	\$371.00	\$185.50	0		JACOBSON JOBY,JENNIFER
BP211448	2014 E DON CARLOS AVE 85281	Room Addition	New Room Add with Bedrm, Bathrm and Laundry Room. upgrade to 200 amp Elec	\$56,211.00	\$148.00	\$74.00	1,258		Triple J&K Holdings
BP211594	1876 E HAYDEN LN 85281	Hayden Lane Apartments	replacing (6) existing exterior stairs with new stairs	\$50,000.00	\$1,103.86	\$551.93	0		HAYDEN LANE APARTMENTS 2011K LLC/ETAL
BP211158	2096 E RIO SALADO PKWY 85281	Jackson 810	INTERIOR REMODEL OF CONVENIENCE STORE	\$50,000.00	\$1,087.49	\$543.75	4,262		VESTAR
BP211676	1518 E BISHOP DR 85282	1518 Bishop Alley Sewer	Alley sewer repair NO CHARGE BP	\$0.00	\$0.00	\$0.00	0		GDOVIC JANET
BP211681	1526 E HUDSON DR 85281	William T	200 panel upgrade like for like same location	\$3,211.00	\$148.00	\$74.00	0		BROWN TREVOR
BP211674	2611 N PAPAGO DR 85281	STREBE PANEL UPGRADE	200A SERVICE UPGRADE, SAME LOCATION	\$3,211.00	\$148.00	\$74.00	0		STREBE CASEY JOHN/WOFFORD JENNY LYNN
BP211661	954 E MARIGOLD LN 85281	East marigold lane	200 AMP PANEL CHANGE OUT LIKE FOR LIKE SAME LOCATION	\$3,211.00	\$148.00	\$74.00	0		ROBINSON KEVIN
BP211634	3022 S GEORGE DR 85282	Kurt Killian	Installation of a 6.84KW PV system with a Line Side Tap and a Tesla PowerWall	\$11,500.00	\$382.61	\$191.31	0		SHEARER VERL L & BETTE J
BP211634	3022 S GEORGE DR 85282	Kurt Killian	Installation of a 6.84KW PV system with a Line Side Tap and a Tesla PowerWall	\$11,500.00	\$343.00	\$171.50	0		SHEARER VERL L & BETTE J
BP211315	2078 E BALBOA DR	Tesla - Caruso PV+PW - 85211678	Residential PV+PW (ESS) Install	\$14,000.00	\$429.11	\$214.56	0		Gary Caruso
BP211315	2078 E BALBOA DR	Tesla - Caruso PV+PW - 85211678	Residential PV+PW (ESS) Install	\$14,000.00	\$343.00	\$171.50	0		Gary Caruso
BP211690	3934 S BECK AVE 85282	Linda Rae	slipp sewer onsite	\$4,771.00	\$184.00	\$92.00	0		REA LINDA/KELLY
BP210480	777 S NOVUS PL 85281	777 TOWER - 6th FLOOR PATIO ADDITION	A/A - 6TH FLOOR - Demo existing glazing system, install 2 man doors and folding door	\$95,000.00	\$1,636.14	\$818.07	0		
BP211257	37 E EL PARQUE DR 85282	6plex	Multi-family Residential Electrical service replacement: SES 300 amp multipack- Same	\$15,000.00	\$219.86	\$109.93	0		FENG HENRY C & FLORENCE S



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BP211433	6655 S KYRENE RD 85283	MACH 1 – HVAC / EVAP / RELIEF VENT REPLACEMENT	Existing to remain throughout, EVAP additions	\$135,000.00	\$1,980.79	\$990.40	0	CLPF-KYRENE 3 LP
BP211692	2322 W CARSON DR 85282	daniel panel upgrade	200 amp panel like for like same location	\$3,211.00	\$148.00	\$74.00	0	DURDA JOHN
BP211697	228 E ALAMEDA DR 85282	200 Amp Change to 225 same location	200 amp panel change out to 225 same location	\$3,211.00	\$148.00	\$74.00	0	WOOD BYARD DEAN/CAROL LEE A TR
BP211480	1980 E COLT RD 85284	Cooper, Karen	Residential PV install; 9.760KW, 32 panels, 1 inverter.	\$14,140.00	\$343.00	\$171.50	0	DIGIUSTO DENNIS N
BP211534	1133 E MARNY RD 85281	Interior Plans for Marny	Remodel of Interior remove walls and Update Electrical Update form Aluminum in	\$15,000.00	\$452.36	\$226.18	0	Atchely & Dodd LLC
BP211232	1223 S Ash AVE 85282	ASH AVENUE RESIDENCE - RES ADDITION	Master Bedroom Addition	\$40,000.00	\$922.39	\$461.20	1,787	
BP211548	205 E 7TH ST 85281	ATMOSPHERE APARTMENTS - DEMISING WALLS FOR T.I.	Adding demising walls for future retail tenant spaces	\$100,000.00	\$1,685.71	\$842.86	0	
BP211343	1800 W ELLIOT RD 85283	Whataburger	Demo Permit	\$761.00	\$73.00	\$36.50	0	SCHMID DON W TR
BP211645	3414 S MILL AVE 85282	Backflow	Installing a new backflow for the domestic water line	\$2,500.00	\$173.36	\$86.68	0	SMITH BETTY J GOLDSTEIN TR ETAL
BP211173	1818 E BASELINE RD 85282	Target 0319	Electrical: Switch out aging switchboards & panelboards along with new service feeders	\$209,000.00	\$2,657.89	\$1,328.95	0	B6 Baseline LLC
BP211506	937 E MANHATTON DR 85282	brandon pool	brandon pool	\$17,893.00	\$371.00	\$185.50	0	GARRETT KATHY S/STEPHEN M
BP211702	1002 W WATSON DR 85283	Sewer Tap	repair/ replace sewer line in Street n/c BP	\$0.00		\$0.00	0	HANN CULLEN
BP211659	1515 E VERLEA DR 85282	Verlea Demolition	Interior demolition of doors, plumbing fixtures, finishes, single window, electrical panel,	\$772.00	\$74.00	\$37.00	0	MOORE KEITH K JR/DENISE L
BP211699	2528 N CHAMPLAIN AVE 85281	THOMAS	INSTALL WINDOWS	\$1,963.00	\$149.92	\$74.96	0	CONCORD VILLAGE INC
BP211516	533 E ERIE DR 85282	Weiss Residence	Installing a 7.5kw rooftop solar system with 22 modules and one outback radian inverter	\$14,140.00	\$343.00	\$171.50	0	WEISS JON K;KIM M
BP211592	1876 E AUBURN DR 85283	Arroyo, Gabriel	fire restoration (like for Like) permit. We will be repairing this fire damaged home back	\$175,000.00	\$2,382.20	\$1,191.10	2,684	Gabriel Arroyo
BP211711	1134 E GENEVA DR 85282	Tom Thorton	slipp sewer on site	\$4,771.00	\$184.00	\$92.00	0	COLE CARL D & MARTHA F
BP211712	2145 E CORNELL DR 85283	Elizabeth Narajo	Slipp sewer on site	\$4,771.00	\$184.00	\$92.00	0	NARANJO ELIZABETH M/CORRAL ALEXANDER J
BP211713	1932 E ORION ST 85283	Aaron Sycamore	Slipp sewer onsite	\$4,771.00	\$184.00	\$92.00	0	EUGENE LHEUREUX AND CATHERINE A REVOCABLE LIV
				\$44,808,093.63	\$371,995.46	\$185,997.73		

VOLUNTARY DONATIONS

			VALUATION	DONATION				
BP211329	98 S River Dr	RIO EAST	4-STORY MULTI-FAMILY [335 UNITS]; 5-LEVEL PRE-CAST PARKING GARAGE	\$32,347,062.00	\$125,000		527,027	335 SLR Tempe Rio East Development, LLC