

ARTICLE VII. PERSONNEL PROGRAM

Sec. 2-326. Personnel program.

It is the purpose of this article to establish a comprehensive personnel program in the city. The system of personnel administration established herein shall be consistent with the following merit principles:

- (1) Selection and advancement shall be made on the basis of ability, knowledge, and skills;
- (2) Compensation shall be established on an equitable basis;
- (3) Training and development opportunities shall be provided as needed to assure high-quality performance by all employees;
- (4) Retention of employees shall be on the basis of their performance. A reasonable effort shall be made to assist employees in improving work performance; and if, following such effort, inadequate performance cannot be corrected, separation shall occur;
- (5) Fair treatment of applicants and employees shall occur in all aspects of personnel administration without regard to race, color, religion, sex, national origin, political affiliation, age, **relationship status**, **sexual orientation**, or handicap and with proper regard for their privacy and constitutional rights.