

## RESOLUTION NO. 310

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF SAN LUIS, ARIZONA, ADOPTING THE ADA EMPLOYMENT POLICY APPLICABLE TO ALL CITY EMPLOYEES.

WHEREAS, the Americans with Disabilities Act ("ADA") regulations issued by the U.S. Department of Justice requires that a public entity that employs fifty or more persons adopt and publish the ADA employment policy;

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF SAN LUIS, ARIZONA, as follows:

It is the policy and practice of the City of San Luis, Arizona, to comply fully with the Americans with Disabilities Act of 1990 and ensure equal opportunity in employment for all qualified individuals with disabilities. The City of San Luis is committed to ensuring non-discrimination in all terms, conditions and privileges of employment. All employment practices and activities, whether provided or conducted by the City of San Luis or another entity on our behalf, will be conducted on a nondiscriminatory basis.

Recruiting, advertising and job application procedures have been reviewed and provided individuals with disabilities meaningful employment opportunities. Upon request, applications are available in alternative, accessible formats, as is assistance in completing the application. Pre-employment inquiries are made only regarding an applicant's ability to perform the essential functions of the position, not any disabling condition.

Pre-employment physical examinations are required only for those positions in which there is a bona fide job-related physical requirement, and are given to all persons entering the position only after conditional job offers. Medical records will be kept separate and confidential.

Reasonable accommodation is available to all employees and applicants. Work stations will be accessible as appropriate to each individual. All employment decisions are based on the merits of the situation in accordance with defined criteria, not the disability of the individual.

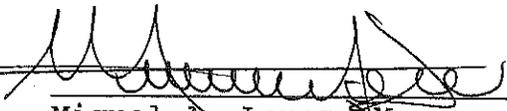
Qualified individuals with disabilities are entitled to equal pay and other forms of compensation (or changes in compensation) as well as in job assignments, classifications, organizational structures, positions descriptions, lines of progression and seniority lists. Leave of all types will be available to all employees on an equal basis.

All fringe benefits, whether provided or administered directly by the City of San Luis, or another entity on our behalf, must be accessible to individuals with disabilities. Training, apprenticeship programs, conferences, professional meetings, as well as financial support and leave for them will be available to all employees. Recreational and social activities sponsored by the City of San Luis will be accessible to all employees.

The City of San Luis is also committed to not discriminating against any qualified employee or applicant because he or she is related to or associated with an individual with a disability. The City of San Luis will follow any state or local law that provides individuals with disabilities greater protection than the Americans with Disabilities Act of 1990.

The City of San Luis is committed to taking all other actions necessary to ensure equal employment opportunity for individuals with disabilities in accordance with the Americans with Disabilities Act of 1990 and all other applicable federal, state, and local laws.

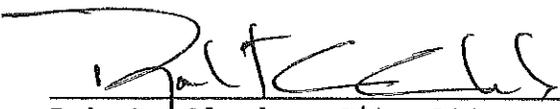
PASSED AND ADOPTED by the Mayor and Council of the City of San Luis, Arizona, this 24th day of May, 1995.

  
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Miguel A. Lopez, Mayor

ATTEST:

  
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Victor M. Stevens, City Manager

APPROVED AS TO FORM:

  
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Bob C. Clarke, City Attorney