

CITY COUNCIL REPORT



Meeting Date: June 9, 2026
Charter Provision: *Provide for the orderly government and administration of the affairs of the City*
Objective: *Administer Classification and Compensation Programs*

ACTION

Adopt Ordinance No. 4718 amending Scottsdale Revised Code Sec. 14-24(c)(2), Premium Pay, to allow sworn employees to accrue compensatory time, in an amount not to exceed a balance of one hundred twenty (120) hours at any time.

BACKGROUND

Scottsdale Revised Code currently allows non-exempt employees with the employee's consent and the supervisor's prior approval to accrue compensatory time instead of overtime pay in an amount not to exceed 80 hours. The recommended change adjusts the compensatory time balance for sworn employees from 80 hours to one hundred twenty (120) hours. This recommended change matches the maximum compensatory time limits of our Valley comparator cities for sworn personnel. The compensatory time limits for all other employees will remain at eighty (80) hours.

STAFF RECOMMENDATION

Adopt Ordinance No. 4718 amending Scottsdale Revised Code Sec. 14-24 Premium Pay (c)(2).

RESPONSIBLE DEPARTMENT(S)

Human Resources, City Managers Office

STAFF CONTACT

Monica Boyd, Senior Director Human Resources

APPROVED BY

Action Taken _____

Monica Boyd

Monica Boyd, Senior Director Human Resources

480-312-2615, mboyd@ScottsdaleAZ.gov

May 21, 2026

Date

Greg Caton

Greg Caton, City Manager

480-312-7759, GCaton@Scottsdaleaz.gov

5/21/26 20:06 MST

Date

ATTACHMENTS

1. Ordinance No. 4718

ORDINANCE NO. 4718

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF SCOTTSDALE, MARICOPA COUNTY, ARIZONA, AMENDING SCOTTSDALE REVISED CODE CHAPTER 14, HUMAN RESOURCES MANAGEMENT, BY AMENDING SECTION 14-24, PREMIUM PAY, TO ALLOW SWORN EMPLOYEES TO ACCRUE COMPENSATORY TIME IN AN AMOUNT NOT TO EXCEED A BALANCE OF 120 HOURS AT ANY TIME.

WHEREAS, Chapter 14 of the Scottsdale Revised Code, Human Resources Management, currently allows non-exempt employees to accrue compensatory time instead of overtime pay in an amount not to exceed 80 hours;

WHEREAS, the City wishes to amend the Scottsdale Revised Code to allow sworn non-exempt employees to accrue compensatory time in an amount not to exceed 120 hours.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Scottsdale as follows:

Section 1. Chapter 14, Article II of the Scottsdale Revised Code is hereby amended as follows, with new language in shaded format and deleted language in strikethrough format:

ARTICLE II. - COMPENSATION AND CLASSIFICATION

Sec. 14-24. - Premium pay.

(c)(2) Compensatory time may be accrued instead of overtime pay, only with the employee's consent and with the supervisor's prior approval. Only non-exempt employees may accrue compensatory time. An non-sworn employee's compensatory time balance may not exceed eighty (80) hours at any time. ~~A sworn employee's compensatory time balance may not exceed one hundred twenty (120) hours at any time.~~

PASSED AND ADOPTED by the Council of the City of Scottsdale this ____ day of _____, 2026.

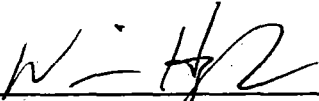
CITY OF SCOTTSDALE, an Arizona
municipal corporation

ATTEST:

Lisa Borowsky, Mayor

Ben Lane, City Clerk

APPROVED AS TO FORM:



Luis E. Santaella, City Attorney
By: William Hylan, Deputy City Attorney