

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: October 20, 2025

Re: Amendment to Chapter 12 Related to Pre-Investigation Resolution

Impacted Ward: Citywide

Executive Summary

An ordinance amending Chapter 12 of the Code of Ordinances to provide clarification for how pre-investigatory resolutions can be pursued by parties involved in the complaint process.

Discussion

On September 15, 2025, the Commission on Human Rights provided a report to the City Council suggesting changes to Chapter 12-57 of the Code of Ordinances. To address their concerns, staff has prepared an ordinance to amend 12-57 as it relates to resolving a complaint prior to investigation. This ordinance proposes changes to clarify that prior to investigation of the complaint, both parties have the option to pursue dispute resolution independently of city involvement to reach a resolution.

Fiscal Impact

Short-Term Impact: Independent dispute resolution provides a cost-efficient alternative

Long-Term Impact: Contractual Services budget for the Commission is sustained and not overused.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

Primary Impact: Primary, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
09/15/2025	Council received Report 47-25 from the Commission on Human Rights requesting an ordinance change for investigatory resolutions between parties.

Suggested Council Action

If the council finds the recommended change to Chapter 12 of the City Code appropriate, then an approval will allow staff to ensure a thorough investigatory process that is fiscally responsible.