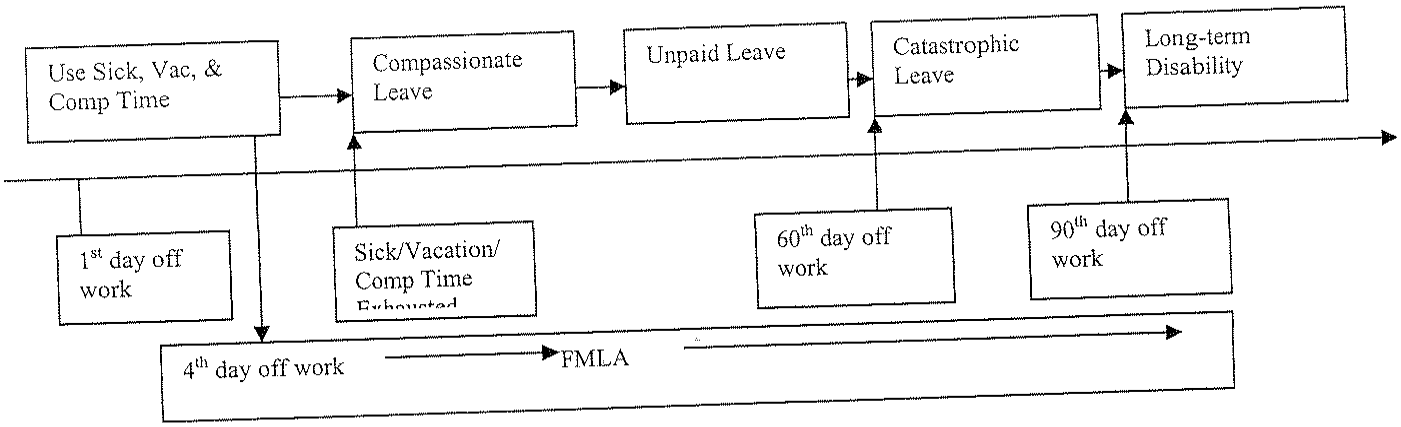City of Tempe Leave Policies Timeline