

Resolution approving the City's Grievance Procedure effective April 11, 2014.

RESOLUTION

WHEREAS, Wisconsin Act 10 requires a local governmental unit to either be part of a civil service system, or to establish a grievance system no later than October 1, 2011, and

WHEREAS, the City established a grievance procedure to meet the requirements under Wisconsin Act 10, and

WHEREAS, in 2011 the City enacted Resolution #2011-09-040 approving the City's grievance procedure, and

WHEREAS, the 2014 grievance procedure complies with a recent court decision and provides a more efficient process and timeline, and

WHEREAS, the cost to the City to prepare and defend a grievance may be substantial therefore the grievance procedure requires minimal cost sharing by the grievant.

NOW, THEREFORE, BE IT RESOLVED, that the attached Grievance Procedure, effective April 11, 2014 is hereby approved by Common Council.

BE IT FURTHER RESOLVED that this resolution shall supercede Resolution 2011-09-040.

BE IT FURTHER RESOLVED, that the Director of Finance is to establish a separate committed special revenue fund entitled "Grievance Procedure Fund" to cover the City's potential costs associated with a grievance filed under the Grievance Procedure.

BE IT FURTHER RESOLVED that \$40,000 be appropriated from the reserve fund and placed in the Grievance Procedure Fund.

BE IT FURTHER RESOLVED that any cost sharing paid by the Grievant shall be placed in the Grievance Procedure fund.

BE IT FURTHER RESOLVED that the Director of Human Resources is authorized to make expenditures from the Grievance Procedure Fund.

BE IT FURTHER RESOLVED that the Director of Human Resources and the Director of Finance are hereby authorized to take any and all steps necessary to effectuate this resolution.