

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY OF MAITLAND, FLORIDA,
ESTABLISHING AN EMPLOYEE GRIEVANCE
RECOMMENDATION BOARD; AND, PROVIDING FOR AN
EFFECTIVE DATE.**

WHEREAS, under its home rule powers and pursuant to Section 4.7-1 of the Code of Ordinances, the City Council for the City of Maitland has the authority to establish committees; and

WHEREAS, during the 2013 Municipal Election, the residents of Maitland voted to eliminate the Personnel Board from the Charter; and

WHEREAS, the City Council desires to create an Employee Grievance Recommendation Board to provide Career Service Employees an avenue to address a job related complaint made by a career service, non-probationary employee who believes that he/she has not been treated in accordance with the personnel policies; and

WHEREAS, the Employee Grievance Recommendation Board will hear grievances by Career Service Employees that were unable to be resolved at the Assistant City Manager level, as outlined in the Personnel Policies and Procedures Manual. The employee may appeal an unfavorable decision by the Assistant City Manager to the Employee Grievance Recommendation Board. The Board will render advisory opinion based on its findings to the City Manager when the employee's grievance is heard by the Employee Grievance Recommendation Board; and

WHEREAS, the Employee Grievance Recommendation Board will meet to assist in resolving grievances brought by employees in accordance with the Personnel Policies and Procedures.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MAITLAND, FLORIDA:

SECTION 1. To establish an Employee Grievance Recommendation Board that will hear complaints by Career Service Employees in accordance with the City Personnel Policies & Procedures and render recommendations to the City Manager.

SECTION 2. This Resolution shall become effective upon its adoption. This Resolution shall sunset and become void and have no force and will be effect 60 months after the Effective Date, unless otherwise re-established by City Council.

PASSED AND ADOPTED by the City Council of the City of Maitland, Florida on the _____ day of _____, 2017.

CITY OF MAITLAND, FLORIDA

A. Dale McDonald, Mayor

ATTEST:

Maria Waldrop, City Clerk