

8.0 GREIVANCES & APPEALS

8.1 GRIEVANCES & APPEALS

A grievance is a wrong, real or imagined, considered by an employee as grounds for complaint. All employees shall have the right to file a grievance if they believe an injustice has been done because of:

- Lack of policy
- A policy that is unfair
- A deviation from, or misinterpretation of, an official policy
- A disagreement with another employee or Supervisor
- An unfair application of procedures or regulations

Grievances of the nature described above shall be presented to the supervisor, whose responsibility it shall be to consider any grievance presented, to initiate corrective action, and to resolve the problem for the employee.

If the employee is still dissatisfied with the result, he or she may, in writing request a hearing before the Board of Supervisors. Such a written request shall be filed with the Auditor seven (7) days prior to the next regular meeting of the Board. The Board shall have the option to hear said request or deny hearing. If a hearing is denied, the employee's supervisor's decision on the matter becomes final.

All personnel matters arising out of position classification, suspension, demotion, dismissal or other disciplinary action follow the procedure above.