

ORDNANCE NO. 1519 AC CMS

AN ORDINANCE AMENDING CHAPTER 151 PERSONNEL RELATIONS COMMITTEE OF THE
CODIFIED ORDINANCES OF THE CITY OF OBERLIN

BE IT ORDAINED by the Council of the City of Oberlin, Lorain County, Ohio
a majority of all members elected thereto concurring:

SECTION 1. Section 151.03 presently reading as follows:

"151.03 GRIEVANCES: APPEALS: HEARINGS.

- (a) Employee grievances shall be submitted in writing to the employee's supervisor who shall consider the complaint and advise the employee of his decision within two working days of receipt.

If employee is dissatisfied with the decision he may, within two working days, forward the grievance and the supervisor's reply to his department head who shall reply with his decision within two working days, both to the employee and the supervisor.

If either the employee or supervisor is dissatisfied with the department head's decision, he may appeal within five working days to the Personnel Relations Committee.

- (b) When such an appeal has been lodged with this Committee, the Committee shall hold hearings with all parties present and shall submit written recommendations to the City Manager within fifteen working days from the time the appeal is filed with the Committee.
- (c) The City Manager shall issue a written decision concerning the grievance within five working days from the date the Committee recommendation reaches him. The decision shall be final.
- (d) Nothing in this section shall prevent any employee or supervisor from bringing any complaint directly to the City Manager prior to or after submitting a grievance under this section,"

be and the same is hereby amended to read as follows:

"151.03 GRIEVANCES: APPEALS: HEARINGS.

- (a) Employee grievances shall be submitted in writing to the employee's supervisor who shall consider the complaint and advise the employee of his decision within two working days of receipt.

If employee is dissatisfied with the decision he may, within two working days, forward the grievance and the supervisor's reply to his department head who shall reply with his decision within two working days, both to the employee and the supervisor.

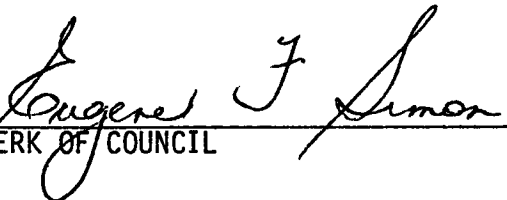
If either the employee or supervisor is dissatisfied with the department head's decision, he may appeal within five working days to the Personnel Relations Committee.

- (b) When such an appeal has been lodged with this Committee, the Committee shall hold hearings with all parties present and shall submit written recommendations to the City Manager within fifteen working days from the time the appeal is filed with the Commission.
- (c) The City Manager shall issue a written decision concerning the grievance within five working days from the date the Committee recommendation reaches him. The decision shall be final.
- (d) Nothing in this section shall prevent any employee or supervisor from informally bringing any complaint directly to the City Manager prior to submitting a grievance under this section.
- (e) This section shall not apply to the civil service rules and regulations, the Official Pay Plan and the dismissal of employees during their probationary period."

SECTION 2. This ordinance shall take effect at the earliest date allowed by Law.

PASSED: 1st reading - May 19, 1980
2nd reading - July 7, 1980 (amended)
3rd reading - July 14, 1980 (Special Meeting) (TABLED)
3rd reading - August 25, 1980 (amended)

ATTEST:


CLERK OF COUNCIL


CHAIRMAN OF COUNCIL

POSTED: August 26, 1980