

## **15.0 GRIEVANCES**

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### **15.1 GRIEVANCE POLICY**

It is the policy of the county, insofar as possible, to prevent the occurrence of grievances, and to deal promptly with those that occur. No adverse action will be taken against an employee for reason of his or her filing of a grievance.

An employee may file a grievance on one or more of the following grounds:

1. Misapplication of a salary ladder;
2. Misinterpretation of a department mandatory overtime policy;
3. Unfair treatment;
4. Harassment;
5. Improper application of fringe benefits;
6. Improper working conditions;
7. Retaliation;
8. Violation of the County compensation time policy and
9. Improper application of rules, regulations, and procedures (but not the rules, regulations, and procedures themselves).

In the grievance process, employees have the right to be represented, the right to mount a defense, and the right to present written response(s) regarding resolution of the grievance.