



Legislation Details (With Text)

File #: 24-181 **Version:** 1 **Name:**
Type: Report **Status:** Agenda Ready
File created: 2/16/2024 **In control:** BOARD OF SUPERVISORS
On agenda: 3/5/2024 **Final action:**
Title: Consideration of Rule 235 Unrepresented Grievance Procedure
Sponsors: Human Resources
Indexes:
Code sections:
Attachments: 1. Rule 235 Grievance Procedure 3.5.pdf

Date	Ver.	Action By	Action	Result
3/5/2024	1	BOARD OF SUPERVISORS		

Memorandum

Date: March 5, 2024
To: The Honorable Lake County Board of Supervisors
From: Pamela Samac, Human Resources Director
Subject: Consideration of Rule 235 Unrepresented Grievance Procedure

Executive Summary:

Staff submits for your Board's consideration and approval the attached Rule 235 unrepresented Grievance Procedure.

The County of Lake does not have a grievance procedure for extra help and unrepresented employees. Staff recommends adding a grievance procedure to allow all employees access to the grievance procedure.

If not budgeted, fill in the blanks below only:

Estimated Cost: _____ Amount Budgeted: _____ Additional Requested: _____ Future Annual Cost: _____

Purchasing Considerations (check all that apply):

☐ Not applicable

- ☐ Fully Article X. <https://library.municode.com/ca/lake_county/codes/code_of_ordinances?nodeId=COOR_CH2AD_ARTXPU_S2-38EXCOBI>- and/or Consultant Selection Policy <[http://lcnet.co.lake.ca.us/Assets/Intranet/Policy/Policies+\\$!26+Procedures+Manual/Ch4_2021v2.pdf](http://lcnet.co.lake.ca.us/Assets/Intranet/Policy/Policies+$!26+Procedures+Manual/Ch4_2021v2.pdf)>-Compliant (describe process undertaken in "Executive Summary")
- ☐ Section 2-38 <https://library.municode.com/ca/lake_county/codes/code_of_ordinances?nodeId=COOR_CH2AD_ARTXPU_S2-38EXCOBI> Exemption from Competitive Bidding (rationale in "Executive Summary," attach documentation, as needed)
- ☐ For Technology Purchases: Vetted and Supported by the Technology Governance Committee <<http://lcnet.co.lake.ca.us/Assets/Intranet/Intranet+Forms/Information+Technology/AdvPlan.pdf>> ("Yes," if checked)
- ☐ Other (Please describe in Executive Summary)

Consistency with Vision 2028 <<http://www.lakecountyca.gov/Government/Directory/Administration/Visioning/Vision2028.htm>>

(check all that apply):

☐ Not applicable

- | | | |
|--|--|--|
| <input type="checkbox"/> Well-being of Residents | <input type="checkbox"/> Public Safety | <input type="checkbox"/> Disaster Prevention, Preparedness, Recovery |
| <input type="checkbox"/> Economic Development | <input type="checkbox"/> Infrastructure | <input type="checkbox"/> County Workforce |
| <input type="checkbox"/> Community Collaboration | <input type="checkbox"/> Business Process Efficiency | <input type="checkbox"/> Clear Lake |

Recommended Action: Approve Rule 235 unrepresented Grievance Procedure.