



## Legislation Text

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**File #:** RES 18-0035, **Version:** 1

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**ITEM TITLE:**

#18-35 - Amending the City of Valdez Personnel Regulations and Creating an Effective Date

**SUBMITTED BY:** Elke Doom, City Manager

**FISCAL NOTES:**

Expenditure Required: [Click here to enter text.](#)

Unencumbered Balance: [Click here to enter text.](#)

Funding Source: [Click here to enter text.](#)

**RECOMMENDATION:**

The City Manager supports the proposed amendments to the city personnel regulations.

**SUMMARY STATEMENT:**

The City of Valdez Personnel Policy has a progressive disciplinary process that addresses employee performance in the workplace. Some years ago the sitting council agreed to provide an arbitration option for employees. This was created to provide another level of security for employees following the grievance process for an employment action such as demotion or termination.

Upon careful review of our progressive disciplinary process and the many options it provides for employee improvement, it is my recommendation that the right to arbitrate is removed from our Personnel Regulations.

The Employee Relations Team (ERT) has expressed concerns that the progressive disciplinary process has not been followed consistently across all departments. The ERT has requested that HR develop in-house training for all Managers and Supervisors. Administration agrees that training and consistent application of our personnel regulations is imperative to improve employee improvement strategies. Administration will provide regular training and guidance to supervisors and managers.

Amendments to Section 7.3 through Section 9.5 of the personnel regulations are attached. ~~Strikeout~~ indicates removal of existing language, red line indicates new language.