

LEGAL AND FINANCE COMMITTEE MINUTES  
Rapid City, South Dakota  
February 11, 2009

No. LF021109-38 – Mayor Hanks handed out to the Committee a memorandum regarding employees talking to City Council members. He said this memorandum is being sent to all City employees. The last paragraph states that if a City employee has an issue with employment and feels uncomfortable going through the usual chain of command, that person can come to the Mayor, the Human Relations Director, the City Attorney, or any of the City Council members and address those issues. He stated that there is a grievance process, and he would want to encourage employees to utilize that grievance process. If an employee would chose to talk to an elected official, that will not alter the timelines of the grievance process. Olson said she appreciates the clarification, and she feels it is important that an employee can visit with a City Council member. Those conversations are held in confidence. Kooiker said he interprets this memorandum to state that the Mayor encourages employees to use the grievance process; however, they are not prohibited or retaliated against if they speak to a City Council member. He would like to recommend that the City Council formally accept the memorandum so it is attached with the resolution that was adopted in 2002. Chapman moved to acknowledge and accept the memorandum to all City employees from the Mayor regarding the ability for City employees to talk to the Mayor, the Human Resources Director, the City Attorney, or a member of the City Council if there is an employment issue and they do not feel comfortable going through the usual chain of command. Second by Olson. Motion carried. ***Place item on consent calendar***