



CITY OF RAPID CITY

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MEMORANDUM

TO: City Council
FROM: Mayor Sam Kooiker 
DATE: September 26, 2011
SUBJECT: Resolution NO. 2011-127

As a brief review, Step I in the grievance process is handled by the Department Director. Step II comes to the Mayor, and Step III is the Department of Labor.

Current policy requires the Council to be notified only of Step III grievances. I think it's important for the City Council to be aware of the Mayor's decisions in Step II grievances and have an opportunity to read these decisions. I believe that this increased communication would have helped prevent the kind of misunderstandings that occurred with the Step III IAFF grievance last year.

I have been informing Council members of the rulings on Step II grievances since taking office in July, and this simply formalizes that process for the future.



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