

Report to the NRP Policy Board

FROM: Howard Blin, Community Engagement Manager

DATE: June 18, 2012

SUBJECT: Grievance Policy

Action Requested:

The Policy Board is requested to revise the existing Grievance Policy which outlines the procedure for individuals to file a grievance with the NRP Policy Board regarding the NRP process

Background

The existing Grievance Policy dates to 1994. A challenge to the grievance process was heard in Hennepin County District Court in 2011 on the basis that the policy requirement for binding arbitration was unconstitutional. The Court ruled that an element of the grievance criteria was unconstitutional, specifically Policy Section III (4) which makes the decision of the Policy Board Implementation Committee final. The Court ruled that the policy must allow such decisions to be appealed to the District Court.

The proposed policy revision eliminates this requirement. It also updates the policy to remove obsolete references and to eliminate Section V which outlines the process for grievances against NRP staff. With the program administered by the City, any complaints or grievances against staff would follow the established City process, eliminating the need for a separate procedure for the NRP.

Recommendation

It is recommended that the Policy Board adopt the attached revisions to the policy.