

**ORDINANCE**

**SUBJECT:** GRIEVANCE PROCEDURES

**COMMITTEE:** EXECUTIVE COMMITTEE

**FIRST CONSIDERATION:** March 15, 2012

**FINAL CONSIDERATION:** May 17, 2012

**ORDINANCE #** 98 – 5/12 **PUBLICATION DATE** 5/27/12

**The County Board of Supervisors of La Crosse County does ordain as follows:**

**AN ORDINANCE TO AMEND S. 3.09 OF CHAPTER 3 OF THE GENERAL CODE OF  
LA CROSSE COUNTY, WISCONSIN REGARDING GRIEVANCE PROCEDURES**

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**ANALYSIS**

2011 Wisconsin Act 10 requires a local governmental unit to establish a grievance procedure if the unit has not established a civil service system. This ordinance updates the County grievance procedure to meet the elements required by state law, which include providing a hearing before an impartial hearing officer and an appeal process where the highest level of appeal is the governing body of the local governmental unit. The ordinance provides for a grievance procedure for disciplinary matters and for workplace safety issues. The ordinance also references a separate policy that will provide more detail regarding the County grievance procedures.

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**INFORMATION:**

County Board Rules: Governing Body s. 2.02(8) states, in part: Ordinances are drafted by the Corporation Counsel. After the ordinance has been reviewed by a standing committee, each Supervisor will be given a copy of the ordinance showing the deleted language (grayed) and the new language (underlined) and an analysis of the intent of the ordinance. After introduction to the County Board, the ordinance shall be referred to the next monthly meeting unless waived by a 2/3 vote of the Supervisors present and a public hearing may be held if requested by a Supervisor. An amendment may be introduced and debated at either the original or the referred meeting. Copies of the ordinances of the County of La Crosse in their entirety are available with Corporation Counsel, County Clerk, or [www.co.la-crosse.wi.us/code/](http://www.co.la-crosse.wi.us/code/).

(rev. 3/03)