

## **POLICY 412 - DISPUTE RESOLUTION**

It is the policy of Johnson County Government to provide employees with the opportunity and a forum to present concerns about unfair working conditions, corrective action, and other adverse employment actions. Employees are expected to make a sincere attempt to resolve issues with their direct supervisor. Where informal efforts fail, the County will provide a structured process to attempt to resolve disputes covered by this policy. Final decisions on disputes will not be precedent-setting or binding on future disputes.

This policy applies exclusively to regular, non-civil service employees who have completed their introductory period excluding appointed officials. It applies to all complaints of unfair working conditions, unfair corrective action, and adverse employment action resulting in loss of pay (separation, suspension, demotion, reclassification).

This policy does not apply where separation is the result of the employee's inability to provide the required documentation to verify identity and eligibility to work in the United States. It also does not apply to any separation where the employee was provided any type of severance benefit.

The County Manager will establish standards and a process for the review of employee disputes. The County Manager is authorized to deny review of a dispute where review is deemed inappropriate under the circumstances.

The dispute resolution process is offered as a benefit to employees and does not alter the employment-at-will relationship in any way and does not create legal or property rights for any employee.

*Effective 05.01.2021, Resolution No. 014-21*