



Department of Employee Relations

Tom Barrett

Mayor

Makda Fessahaye

Director

Renee Joos

Director

Employee Benefits

Nicole Fleck

Labor Negotiator

TO: Board of City Civil Service Commissioners

FROM: Kristin Hennessy Urban
Human Resources Manager

DATE: October 6, 2021

RE: Request for clarification of Rule XIV, Section 12 q.

To reinforce the existing expectation and practice relative to City employees adhering to all established rules, policies or procedures, I recommend the Rule change cited below.

q. Has refused or failed to comply with ~~departmental~~ work rules, policies or procedures; or

This is a clarification rather than a substantive change to the Rules.

Please contact me at 414.286.8643 should you have additional questions relative to this request.

RULE XIV
Discharge, Appeal, Hearing

Section 12. **Causes of suspension, reduction or discharge.** The following will be considered as causes for discharge, suspension or reduction although discharges, suspensions or reductions may be made for other causes:

That an officer or employee in the classified city service:

- q. Has refused or failed to comply with ~~departmental~~ work rules, policies or procedures; or