

## ANNE ARUNDEL COUNTY

POLITICAL JURISDICTIONS; WAGES, BENEFITS, HOURS, AND OTHER WORKING CONDITIONS OF EMPLOYEES OF PRIVATE EMPLOYERS IN ANNE ARUNDEL COUNTY; THE VALUE OF OTHER BENEFITS AVAILABLE TO OR RECEIVED BY COUNTY EMPLOYEES AS COMPARED WITH PRIVATE SECTOR EMPLOYEES IN ANNE ARUNDEL COUNTY; COST-OF-LIVING DATA; AND THE AVAILABILITY OF FUNDS. COPIES OF FINDINGS AND RECOMMENDATIONS SHALL BE SENT TO THE COUNTY EXECUTIVE, THE EMPLOYEE ORGANIZATION OR ORGANIZATIONS INVOLVED AND TO THE MEDIATOR WHO MAY THEREAFTER ASSIST THE PARTIES TO EFFECT A VOLUNTARY RESOLUTION OF THE DISPUTE.

(E) IN THE EVENT THAT THE DISPUTE REMAINS UNRESOLVED BY THE BUDGET SUBMISSION DATE, THE COUNTY EXECUTIVE SHALL SUBMIT TO THE COUNTY COUNCIL A COPY OF THE FINDINGS OF FACT AND RECOMMENDATIONS OF THE FACT-FINDER, TOGETHER WITH HIS OWN RECOMMENDATIONS FOR SETTLING THE DISPUTE. THE EMPLOYEE ORGANIZATION OR ORGANIZATIONS SHALL LIKEWISE SUBMIT TO THE COUNTY COUNCIL ITS RECOMMENDATIONS FOR SETTLING THE DISPUTE. THE COUNTY COUNCIL SHALL, FORTHWITH, CONDUCT A PUBLIC HEARING AT WHICH THE PARTIES SHALL BE REQUIRED TO EXPLAIN THEIR POSITIONS WITH RESPECT TO THE REPORT OF THE FACT-FINDER. THEREAFTER, AND PRIOR TO THE ADOPTION IN FINAL FORM OF THE ANNUAL BUDGET AND APPROPRIATION ORDINANCE, THE COUNTY COUNCIL SHALL TAKE SUCH ACTION AS IT DEEMS TO BE IN THE PUBLIC INTEREST, INCLUDING THE INTEREST OF THE COUNTY EMPLOYEES INVOLVED. THE COUNTY COUNCIL'S DECISION SHALL BE FINAL. IF ADDITIONAL FUNDS ARE REQUIRED TO IMPLEMENT THE DECISION OF THE COUNTY COUNCIL, THEN THE COUNTY COUNCIL, BY RESOLUTION, SHALL SEND A SUPPLEMENTAL BUDGET REQUEST TO THE COUNTY EXECUTIVE. THE COST OF MEDIATION AND FACT-FINDING SHALL BE BORNE EQUALLY BY THE PARTIES INVOLVED IN THE DISPUTE.

## Section 1-259 - Grievances

GrievanceS CONCERNING THE INTERPRETATION OR APPLICATION OF THIS ARTICLE SHALL BE SUBMITTED IN WRITING DIRECTLY TO THE PERSONNEL OFFICER WITHIN FIFTEEN (15) DAYS OF THE DATE OF OCCURRENCE OF THE ACTION BEING APPEALED. IF THE GRIEVANCE IS NOT RESOLVED BY THE PERSONNEL OFFICER WITHIN TEN (10) DAYS, OR IF THE GRIEVANCE IS FROM AN ACTION, DECISION, OR DETERMINATION OF THE PERSONNEL OFFICER IN THE FIRST INSTANCE, [[IT SHALL BE DIRECTED TO THE PERSONNEL BOARD AT THE WRITTEN REQUEST OF THE APPELLANT OR APPELLANT EMPLOYEE ORGANIZATION]] AND THE EMPLOYEE OR