

	CITY OF JONESBORO, GEORGIA COUNCIL Agenda Item Summary		COUNCIL MEETING DATE: July 6, 2026 Work Session
Requesting Agency (Initiator): Councilwoman Santia Fox		Sponsor(s): Councilwoman Santia Fox	
Item Title:	Council to consider directing the City Attorney to review and revise the City's Employee Grievance Policy to establish clear, impartial and consistent procedures for the reporting, review and resolution of employee grievances.		
Requested Action: Request that the City Attorney review the City's Employee Grievance Policy and recommend any amendments necessary to establish a clear and impartial procedure for grievances or formal complaints involving the official ordinarily responsible for receiving or reviewing such matters. The review should include consideration of an alternative reporting process for complaints involving the Mayor, including whether submission to the Mayor Pro Tem and notice to the City Council would be appropriate under applicable law, the City Charter, City policy and due process requirements.			
Requirement for Board Action: Approval as Special Project.			
Is this Item Goal Related? Yes			
Summary and Background: The purpose of this agenda item is to authorize a comprehensive review of the City's policies, personnel manuals and procedures governing employee grievances. The review would evaluate whether the City's existing policies provide clear, consistent and impartial procedures for receiving, reviewing and resolving grievances at all levels of the organization. Particular attention would be given to circumstances in which a grievance concerns the official or supervisor ordinarily designated to receive or review the complaint. This includes grievances involving the Mayor, department directors, or other officials and employees with supervisory or administrative responsibilities. The review would also consider the respective authority of the Mayor, the governing body and City administration regarding positions for which responsibility may be shared or separately assigned by the City Charter, ordinances or personnel policies. The objective is to identify any gaps, ambiguities, or potential conflicts of interest and to recommend appropriate policy revisions. Any proposed revisions would be intended to establish clear reporting alternatives, preserve impartial review, promote consistency and accountability and provide appropriate procedural protections for all persons involved.			
Fiscal Impact: NO			
Exhibits Attached: NO			
Staff Recommendation: (Type name, Title, Agency and Phone number.) N/A			
FOLLOW-UP APPROVAL ACTION (Completed by City Clerk)			
Typed Name and Title	Date		
Signature	City Clerk's Office		