
	ROSENBERG POLICE DEPARTMENT	
	General Order 4.07 Grievance/Appeal Procedure	
	Effective Date: 4-19-2022	Replaces: N/A
	Approved:  Chief of Police	
Reference: TBP: 2.08		

I. POLICY

The department's goal is to provide fair, equitable, and clearly defined means for the resolution of grievances, to ensure employees and their supervisors are accorded reasonable opportunity to present the facts bearing on a grievance, and to guarantee the opportunity to exercise the rights set forth in this order. Every employee has the right to fair treatment in all matters arising from employment and to this end each employee has the right to be heard whenever he or she alleges mistreatment. A grievance process that affords employees the opportunity to air a complaint helps reduce dissatisfaction, identify organizational problems, and increase morale.

The department retains the right under applicable laws and regulations to direct employees in the performance of their duties; to take the necessary means to achieve the proper ends under emergency situations; and to hire, promote, transfer and assign employees as well as to suspend, demote, discharge or take disciplinary action against such employees for just cause.

II. GRIEVANCE PROCEDURES

All departmental employees shall refer to the City of Rosenberg Personnel Policies and Procedures Manual, Section 6 – Discipline/Grievances/Appeals for a complete description of the Grievance Process.