

RESOLUTION NO. 1699

WHEREAS, some procedure should be established to provide for discharged employees the opportunity to have a hearing before an impartial board in regard to the basis for his discharge from employment.

BE IT THEREFORE RESOLVED, that the employee manual for the City of Lexington, Nebraska, is hereby amended to add the following provisions:

Procedure - Dismissals

Section A. Notice to Employee. An employee who is dismissed from employment shall be notified in writing of the reasons for grounds for discharge, together with such specification of facts as shall enable said dismissed employee to make an explanation.

Section B. Appeal. An employee may, within ten (10) days of the date of his dismissal notice, appeal such dismissal to a three-person EMPLOYEE APPEAL BOARD, appointed by the Lexington City Council. Notice of such appeal shall be given in writing to the office of the Lexington City Clerk.

Section C. Time and Place of Hearing. The City Clerk shall notify the dismissed employee of the time and place of hearing before the employee appeal board, which hearing shall be within ten (10) days of the request for hearing, unless this time is waived by the City and the employee.

Section D. Procedure of Hearings. The employee appeal board shall hear the evidence supporting the dismissal of the employee, and shall further hear any evidence presented by such employee as explanation or defense of the reasons for dismissal. The EMPLOYEE APPEAL BOARD shall not be bound by strict rules of evidence, but shall accept any evidence properly admitted before an administrative board. The board may, if it deems necessary, continue such hearing for further reasonable periods of time. The board shall upon hearing either confirm the dismissal of said employee, or recommend to the City Manager other appropriate disciplinary action, or order that the dismissed employee be reinstated to the position formerly held.



ADOPTED AND APPROVED this 14th day of July, 1981.

ATTEST:

[Signature]
City Clerk

[Signature]
Mayor, City of Lexington