

TABLED ITEM TO CONSIDER ADOPTION OF AN ORDINANCE TO AMEND THE CODE OF THE COUNTY OF PRINCE GEORGE, VIRGINIA, 2005, AS AMENDED, BY AMENDING AND RE-ENACTING § 42-1.6 TO PROVIDE THAT FIRE/EMS VOLUNTEERS SHALL BE ELIGIBLE TO USE A GRIEVANCE PROCEEDING CONSISTENT WITH THE PROCEDURE AVAILABLE TO COUNTY EMPLOYEES

The Board held a public hearing at the June 14, 2016 meeting to consider a change to the coordinated Fire/EMS ordinance that would have revised the grievance process for Fire/EMS volunteers. The Board closed the public hearing but asked that the language of the ordinance be revised to clarify that the grievance process for volunteers will be the same as the process available to County employees. The attached revised ordinance clarifies the intent of the Board to use the existing grievance procedure for volunteers. This change will affect any grievance filed after the effective date of the ordinance.

ORDINANCE TO AMEND THE CODE OF THE COUNTY OF PRINCE GEORGE, VIRGINIA, 2005, AS AMENDED, BY AMENDING AND RE-ENACTING § 42-1.6 TO PROVIDE THAT THE FINAL APPEAL OF GRIEVANCES FROM FIRE/EMS VOLUNTEERS WILL BE HEARD BY THE COUNTY PERSONNEL GRIEVANCE PANEL RATHER THAN THE COUNTY ADMINISTRATOR

BE IT ORDAINED by the Board of Supervisors of Prince George County:

*(1) That §42-1.6 of the Code Of The County Of Prince George, Virginia, 2005, as amended, is amended and re-codified to read as follows:*

**Sec. 42-1.6 Duties of the Prince George Fire and EMS (PGFEMS) Board.**

The PGFEMS Board shall perform the following duties:

- (a) Adopt by-laws for its operation consistent with this article.
- (b) Review all proposed policies affecting the coordinated Fire and EMS system and provide comments and advice to the Fire and EMS Director and ensure the communication and compliance with system-level policies to all companies and squads.
- (c) Meet regularly in order to consider concerns affecting the coordinated system and provide input regarding:
  1. Incident management;
  2. Non-conformance with system policies; and
  3. Assurance of quality in the delivery of emergency services.
- (d) Review and provide input and recommendations to the Fire and EMS Director regarding new initiatives for the coordinated system's operating and capital improvement budgets.
- (e) Develop, in collaboration with the Fire and EMS Director, a grievance procedure ~~for chiefs of volunteer organizations to contest decisions of the Fire and EMS Director in that is~~ consistent with the procedure available to County employees to contest disciplinary or operational matters affecting individual volunteers. ~~Such appeal shall be in writing to the County Administrator whose decision shall be final and binding.~~ The general management and discipline of volunteers shall be a station-level responsibility, unless the Fire and EMS Director must act and take personnel actions affecting any volunteer in order to protect the effective operation of the coordinated Fire and Emergency Medical Service system.

(g) Meet on a regular basis and present a report annually to the Board of Supervisors regarding the health of the volunteer system.

*(2) That this ordinance shall be effective immediately upon adoption.*