

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HARRISONBURG,  
VIRGINIA DECLINING TO AUTHORIZE COLLECTIVE BARGAINING AND  
AUTHORIZING A WORKPLACE ENHANCEMENT COMMITTEE AND OTHER  
PROCEDURES TO ENHANCE COMMUNICATION AMONG THE CITY COUNCIL,  
CITY MANAGER, AND EMPLOYEES OF THE CITY REGARDING TERMS AND  
CONDITIONS OF THEIR EMPLOYMENT**

WHEREAS, City Council has worked to improve the compensation, benefits, and other conditions of employment for employees of the City, including approving and funding a new pay plan effective July 1, 2023, which significantly improved compensation for nearly all City employees, adopting and maintaining a commitment to a new compensation philosophy, and authorizing a comprehensive review of the benefits offered by the City in order to better respond to the needs of its employees; and

WHEREAS, the new pay plan and the benefits study were recommended to Council by the City Manager as part of ongoing efforts to improve compensation and other benefits and conditions of employment in order to make the City an employer of choice in the Shenandoah Valley and beyond; and

WHEREAS, pursuant to Section 40.1-57.2 of the Code of Virginia, as amended, the Harrisonburg Chapter of the Southern States Police Benevolent Association submitted certifications requiring that City Council vote to adopt or not adopt an ordinance authorizing collective bargaining with appropriate units of employees of the City of Harrisonburg; and

WHEREAS, City Council wishes to maintain its ability and the ability of the City Manager to work directly with employees on employment issues; and

WHEREAS, at its regularly scheduled meeting on February 27, 2024, City Council, by a unanimous vote, determined it to be in the best interests of the employees and residents of the City of Harrisonburg to decline to adopt an ordinance permitting collective bargaining but directed the City Manager to continue efforts to improve the terms and conditions of employment with the City and to enhance communication and collaboration on such issues by use of employee committees and other appropriate methods;

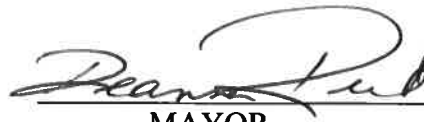
**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE  
CITY OF HARRISONBURG, VIRGINIA THAT:**

- (1) City Council ratifies and confirms its decision of February 27, 2024, declining to adopt an ordinance authorizing collective bargaining by employees of the City of Harrisonburg; and
- (2) The City Manager is directed and authorized to establish a Workplace Enhancement Committee as set forth in the attached HR Procedures Memorandum No. 30 in order

to enhance communication and collaboration with City employees regarding the terms and conditions of their employment. The City Manager shall strive for a broad representation of employees on such committee. The City Manager shall make and promulgate such rules and regulations as may be necessary to carry out the establishment and operation of the Workplace Enhancement Committee, including but not limited to its size, form, and tenure of the committees.

- (3) The City Manager may establish other means of enhancing communication and collaboration with employees of the City.
- (4) Nothing in this Resolution shall be construed as authorizing any employee committee, committee member, employee organization or labor organization to engage in collective bargaining pursuant to Virginia Code Section 40.1-57.2 or be deemed to be inconsistent with or grant rights in addition to applicable law.

Approved: May 28, 2024

  
MAYOR

ATTEST:

  
CITY CLERK