



CITY OF HARRISONBURG CITY MANAGER

409 SOUTH MAIN STREET, HARRISONBURG, VA 22801
OFFICE (540) 432-7701 • FAX (540) 432-7778

TO: Ande Banks, City Manager
FROM: Chris Brown
DATE: May 22, 2024
RE: Resolution ratifying Council's prior action on collective bargaining and establishing a Workplace Enhancement Committee; Workplace Enhancement Committee and Routine Office Hours Procedures

Summary: Resolution ratifying Council's decision of February 27, 2024, declining to adopt an ordinance permitting collective bargaining by employees of the City of Harrisonburg and authorizing the City Manager to establish a Workplace Enhancement Committee and other methods of communication with City employees. This agenda item also includes procedures developed by the City Manager and staff for the Workplace Enhancement Committee and provides for the establishment of routine office hours for the City Manager to meet with individual City employees.

Background: At its regularly scheduled meeting on February 27, 2024, Council voted unanimously to decline to adopt an ordinance permitting collective bargaining by employees of the City of Harrisonburg. Council further instructed and authorized the City Manager to create one or more committees to enhance communication and collaboration between Council, the City Manager, and the City's employees.

Key Issues: This resolution ratifies and confirms Council's previous action regarding collective bargaining by City employees. The resolution also authorizes the City Manager to develop and establish a Workplace Enhancement Committee made up of a broad representation of employees representing the various departments of the City. Procedures for the Workplace Enhancement Committee are attached to the resolution and this agenda item. The Procedures also provide that the City Manager will establish routine office hours set aside to meet with any City employee who wishes to discuss employment related matters.

Environmental Impact: N/A

Fiscal Impact: Members of the Workplace Enhancement Committee will expend some work time on committee related matters.

Prior Actions: Council's vote at its meeting of February 27, 2024.



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Alternatives: (a) Approve resolution and procedures as presented;
(b) approve resolution and direct staff to revise the proposed committee structure and procedures.

Community Engagement: None

Recommendation: Staff recommends approval of the resolution and procedures as presented.

Attachments: 1) Resolution
2) HR Procedures for Workplace Enhancement Committee and Routine Office Hours

Review:

The initiating Department Director will place in Legistar, in sequence of transmittal, the names of each department that must initial their review in order for this item to be placed on the City Council agenda. The completion of review only addresses the readiness of the issue for Council consideration. This does not address the recommendation for approval or denial of the issue.

