

GOALS

- A. To the extent practical, the Personnel Board will make the hearing informal and eliminate a trial atmosphere in the hearing procedures.
- B. The Personnel Board will conduct employee appeal hearings and make recommendations on the issue. Findings of fact will be contained in a thorough report, which will then be the basis for the City Manager's (for PFA use Fire Chief's) decision.
- C. Allow for immediate interaction between the Personnel Board members and the parties involved at hearing. This would allow for more freedom of the Board to question parties.
- D. Lessen the role of party representatives. The goal has two purposes:
 - 1. To place more emphasis on the collection of information and less emphasis on procedures for future legalistic interpretation and protection.
 - 2. To allow more discretionary information to be presented and less concern for rules of evidence.
- E. The Personnel Board may include in the report to the City Manager (for PFA use Fire Chief) opinions of Board members, individuals involved, as well as other employees or management of the organization. This would broaden the scope of the hearing from the Board's traditional role of dealing only with specific facts for a specific situation.