

MISSOULA COUNTY POLICY COSTS OF EMPLOYMENT-RELATED DISPUTES

Purpose

This policy fixes responsibility for costs associated with employment-related disputes with Missoula County.

Scope

This policy is applicable to all County departments and entities.

Administration

The Risk Manager has the authority to determine allowable costs of employment-related disputes charged to the Risk Management Fund or other insurance.

Policy

Legal and arbitration fees, settlement costs, and related expenditures arising from disputes filed under collective bargaining agreements, or other costs associated with employment-related actions against Missoula County are the responsibility of the department where the action originated, to the extent these costs are not covered by self-insurance, at the determination of the Risk Manager.