

Skelly Hearing Guide

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1. Fact Gathering: Adverse actions are based on facts, so the first step is to learn and analyze the facts to determine... 2. Writing up the Legal Document, Notice of Adverse Action: The fact gathering will be used to draft the Notice of... 3. Service of the Notice on the Employee and Skelly ...

CalHR's Supervisors Guide to Addressing Poor Performance ...

and the limited scope of his/her authority, to the employee at the hearing, consistent with the description in section I above. In most cases, a meeting with the employee is all that is required to complete a Skelly review. In a very few cases, the information presented in the Skelly review may require some corroboration.

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GUIDELINES FOR

A Skelly hearing derives its name from *Skelly v. State Personnel Board* (1975) 15 Cal. 3d 194. Dr. Skelly, a permanent civil service employee, was terminated from his employment with the State of California. The California Supreme Court determined, among other things, that he was deprived of his due process right to pre-disciplinary discovery – the “materials upon which the action is based.”.

What is a Skelly Hearing? | Simas & Associates, Ltd.

The public agency provides Skelly hearings to employees because they have to. It is a form of due process the California Supreme Court created to avoid any wrongful deprivation of an employee's civil service right to his or her position. As the Supreme Court provides, the Skelly hearing must be conducted by an unbiased officer.

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Skelly Hearing -What is the Point? - Simas & Associates LTD

The Skelly saga... The State Personnel Board upheld Dr. Skelly's termination and he appealed this decision to the California State Supreme Court. The California State Supreme Court ruled that Skelly had a property right to his job and could not be deprived of it without due process.

The Skelly Process - Human Resources

The Firefighter Bill of Rights and the Skelly procedure apply only to California. However, "Loudermill"*Rights (Hearing) is very similar to Skelly and applies across the nation. Although the Firefighter Bill of Rights and the Skelly Process share a number of guidelines-they are entirely separate documents.

Firefighter Bill of Rights and the Skelly Process ...

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This hearing is referred to as a "Skelly Hearing" and should be presided over by an individual who is familiar with the responsibilities of serving in this role, as well as legal and other requirements and principles applicable to the State's disciplinary, probationary period, medical and "without fault" action processes.

What you Should Know as a Skelly Officer - California

This Skelly letter informs the employee of the intent to take a disciplinary action. It sets forth the proposed discipline, the Civil Service Rule (s) that the employee violated, and the facts upon which the charges are based. Please refer to Civil Service Rule XIII, Section 4 at <https://hr.smcgov.org/civil-service-commission-rules>

3 Phases of the Skelly Process: The Intent Letter ...

The City may have one representative at the hearing to listen,

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respond to procedural questions or take notes for the Officer Skelly at his/her request. The role of the City representative should be limited as stated here, and should be impartial as stated earlier in the selection of the Skelly officer. V.
THE REPORT

INSTRUCTIONS

Skelly Conference • Not a hearing! • OK for Skelly Officer to sign notice of intent and final notice of discipline • Employee tells his/her side of the story • Skelly Officer listens and considers aggravating or mitigating factors • Skelly Officer gets clarification on any confusing statements • Do not permit interrogation of the Skelly

Skelly Pointers: How to Effectively Use Your Role as Chief

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A "Skelly" is a hearing which must be provided to an employee

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prior to the imposition of discipline. Generally, Skelly's must be provided in the case of termination, demotion, suspension, reduction in pay and transfer with an accompanying loss in pay.

Legal FAQ - California Statewide Law Enforcement Association

To Appointing Power (Skelly/Coleman Hearing - "due process") - Prior to effective date of the action, the employee has the right to respond to the department, as specified in the action. The person indicated in the "Notice" will coordinate the scheduling of the hearing with a "Skelly/Coleman Officer" (a person who is from outside the office taking the action).

Adverse Action - California

Informal Hearing At an informal hearing, a staff hearing officer conducts all or nearly all of the examination of witnesses. The staff hearing officer has the sole discretion whether to allow

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parties the opportunity to call and examine witnesses. Parties may also submit declarations signed under penalty of perjury.

Appeals Resource Guide revised 05.16

Skelly Manual. This manual covers areas after the investigation is completed and the department is proceeding with discipline. It also covers the rights and obligations of “Liberty Interest” due process of probationary employees, and more! Posted August 3, 2016 under Related Recent News ...

Skelly Manual - California Peace Officers Association | CPOA

This guide encourages supervisory/employee communication and documentation of positive as well as negative performance. It is intended to assist the supervisor in responding to the first indication of an employee's unsatisfactory performance and/or misconduct. The guide describes each progressive step in the

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process and how and when to use them.

SUPERVISOR'S GUIDE TO EMPLOYEE RELATIONS

The purpose of the Skelly hearing is to determine only if there are “reasonable grounds to believe that the charges against the appellant are true and support the proposed action.”⁴In contrast, an appellant’s right to discovery is broader.

the Skelly officer was not an impartial and non-involved

...

Mueller convinced the California State Supreme Court to require public employers to provide employees with a due process, Skelly-type hearing prior to terminating ("automatically resigning") them for allegedly being absent without leave for five consecutive days.

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