


CHAPTER Administrative	CHAPTER 01	SECTION 001	SUBJECT 60
SECTION Governance/Leadership		DESCRIPTION CMH Board/Management Rights	
WRITTEN BY Dr. Robert M. Sprague, CEO	REVISED BY Michelle Gould-Rice, LMSW QI Supervisor	AUTHORIZED BY  Lauren Emmons, ACSW CEO	

APPLICATION:

<input checked="" type="checkbox"/> CMH Staff	<input checked="" type="checkbox"/> Board Members	<input type="checkbox"/> Provider Network	<input checked="" type="checkbox"/> Employment Services Providers
<input type="checkbox"/> Employment Services Provider Agencies	<input checked="" type="checkbox"/> Independent Contractors	<input type="checkbox"/> Students	<input type="checkbox"/> Interns
<input type="checkbox"/> Volunteers	<input type="checkbox"/> Persons Served		

POLICY:

In order to ensure that an efficient program of care for persons served is continuously provided to the public, the Lapeer County Community Mental Health Services Board (LCCMHSB) retains the right to manage the agency's affairs, and to control and to protect its premises. Execution of these management rights are typically delegated to the Chief Executive Officer (CEO).

STANDARDS:

- A. LCCMH is a department of the County government and the Lapeer County Board of Commissioners has final authority.
- B. All management rights are carried out in a manner consistent with the provisions of the negotiated union's bargaining unit contract requirements.

PROCEDURES:

- A. The management and control rights include, but are not limited to, the following:
 - 1. The right to select, hire, train, assign, transfer, promote, lay off, recall, retire, suspend or discharge all employees, and to designate

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supervisory personnel, within guidelines of the bargaining unit agreement.

2. The right to establish, modify and abolish employee job classifications.
3. The right to determine patterns for staffing, duties to be performed, and standards to be met in the performance of those duties.
4. The right to develop and apply methods, means and systems to enhance agency functioning.
5. The right to acquire equipment, supplies and facilities to ensure the agency's operations are efficient, orderly and safe.
6. The right to establish salaries.
7. The right to determine work hours and shifts, work weeks and work breaks.
8. The right to supervise and discipline employees.
9. The right to establish standards for care for persons served.
10. The right to develop and issue agency policies, procedures, practices, rules and regulations requiring employee and non-employee compliance.
11. The right to amend, revise, or eliminate such procedures in the interest of agency functioning.

REFERENCES:

See also the "Management Rights" section of the Bargaining Unit Agreement.

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This policy supersedes
#01/08002 dated 01/08/2008.
