


CHAPTER Human Resources	CHAPTER 05	SECTION 001	SUBJECT 05
SECTION Personnel		DESCRIPTION Personnel Policies	
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APPLICATION:

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

POLICY:

Lapeer County Community Mental Health (LCCMH) personnel policies are consistent with the mission, vision and values of the agency. These policies support the needs and direct the actions of LCCMH employees serving people in directly operated and contracted service programs.

STANDARDS:

- A. Personnel policies for bargaining unit employees will be detailed in negotiated contract agreements between the agency and the bargaining unit (Teamsters Local 214).
- B. Personnel policies for non-bargaining unit employees are established by the Lapeer County Board of Commissioners, in consultation with the LCCMH Board.
- C. Except as otherwise noted, personnel policies for bargaining unit and non-bargaining unit employees will be consistent.
- D. Access to copies of the personnel policies as contained in negotiated contract agreement for bargaining unit employees are the responsibility of the Union.

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- E. Access to copies of the personnel policies for non-bargaining unit employees can be found in the Shared Drive.
- F. Additional work rules and procedures will be established from time to time by the executive staff of the agency, so long as these work rules and procedures do not violate provisions of the negotiated contract agreement for bargaining unit employees and the County's policies for non-bargaining unit employees.

PROCEDURES:

- A. Changes to the current personnel policies as detailed in the current bargaining unit contract agreement are made through the collective bargaining process.
- B. Changes in the current personnel policies for non-bargaining unit employees are reviewed and recommended by the LCCMH Board to the Lapeer County Board of Commissioners for action.

REFERENCES:

Current labor agreement between the Lapeer County Board of Commissioners and Teamsters Local 214 regarding operations of the Community Mental Health Services.

AM:lr

This policy supersedes
#06/06032dated 06/30/2006.
