



# Santa Cruz Consolidated Emergency Communications Center

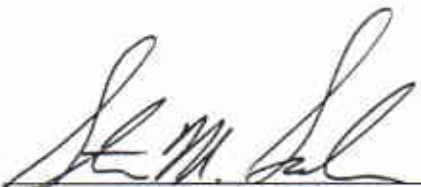
495 Upper Park Road  
Santa Cruz, California 95065  
(408) 471-1000 Fax (408) 471-1010

Michael J. McDougall  
General Manager

9-1-1 FIRE  
POLICE  
MEDICAL

## COMMUNICATIONS PERSONNEL POLICY/PROCEDURE

Policy No: 1140  
Date Issued: December 1, 1993  
Date Revised: October 10, 1996

APPROVED:   
Board Chairperson

SUBJECT: MANAGEMENT RIGHTS

1. The management and direction of the work force is vested exclusively with the Joint Powers Authority Board of Directors and the General Manager.
2. The sole and exclusive rights of management shall, include but not be limited to the following:
  - 2.1 To manage the Authority generally and to determine all issues of policy.
  - 2.2 To determine the existence or nonexistence of facts which are the basis of management decisions.
  - 2.3 To determine the necessity of organization of any service or activity conducted by the Authority and expand or diminish such services.
  - 2.4 To determine the nature, manner, means, and technology and extent of services to be provided to the public.
  - 2.5 To determine and/or change the facility, methods, technological means, and size of the work force by which Authority operations are to be conducted.

2.6 To assign work to and schedule employees in accordance with requirements as determined by the Authority and to establish and change work schedules, vacation schedules, and assignments upon reasonable notice and in accordance with these rules and memoranda of understanding.

2.7 To relieve employees from duties for lack of work, funds, or similar nondisciplinary reasons.

2.8 To determine and modify productivity and performance programs and standards.

2.9 To discharge, suspend, demote or otherwise discipline non-probationary employees for just cause.

2.10 To determine job classifications and to reclassify employees in accordance with the Policy and Procedures Manual and applicable resolutions and ordinances of the Authority.

2.11 To hire, transfer, promote, and demote employees for nondisciplinary reasons in accordance with the Policy and Procedures Manual and applicable ordinances and resolutions of the Authority.

2.12 To determine and administer policies, procedures and standards for selection, training and promotion of employees in accordance with the Policy and Procedures Manual and applicable resolutions and ordinances of the Authority.

2.13 To establish employee performance standards including, but not limited to, qualification and quantity standards and to require compliance therewith.

2.14 To take any and all necessary action to carry out the functions of the Authority in emergencies.