


# MACOMB COUNTY HUMAN RESOURCES POLICY

## DISCIPLINARY ACTION

Disciplinary action is intended to be corrective in nature, so that if imposed, it would cause an employee to improve job performance and/or workplace conduct to a level that will meet and/or exceed expectations.

Disciplinary action may include a verbal reprimand, written reprimand, suspension without pay, demotion and/or discharge. Macomb County is not obligated to follow progressive discipline and will consider each matter on a case-by-case basis. Any Elected Official/Department Head contemplating disciplinary action involving a written reprimand, suspension without pay and/or discharge shall involve Human Resources and Labor Relations in such deliberation.



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Office of County Executive

Approved: July 8, 2014  
Revised: January 9, 2017