

PURPOSE AND INTENT

It is the purpose and intent of these HR Policies to inform County employees about policies and rules pertinent to their employment and to assist employees in being successful and productive. These HR Policies should not be construed as creating a contract between the County and any of its employees. The interpretation and operation of these HR Policies and benefits noted herein are within the sole discretion of the Macomb County Human Resources and Labor Relations Department. The HR Policies outlined in this document may be added to, expanded, reduced, deleted or otherwise modified by the Macomb County Human Resources and Labor Relations Department at any time, with or without notice. Any such modifications shall be within the sole discretion of the Human Resources and Labor Relations Department. These HR Policies supersede all prior HR/Personnel Policies.

An employee cannot rely upon custom or prior practice. The fact that HR Policies may have been applied differently in the past does not affect their current or future enforcement.

Upon reasonable suspicion, Macomb County reserves the right to conduct searches as outlined below:

County property: A search of a County employee's workplace is authorized by law where (1) it serves a non-investigatory purpose, or (2) it is carried out as a component of an investigation of work-related misconduct, it is not unreasonably intrusive and its scope is reasonable considering its objective. Macomb County reserves the right to search County property and/or personal effects placed in County property.

If the employee whose property is to be searched is in the facility, he/she shall be present during such search unless impossible or impractical under circumstances. If the employee is represented by a collective bargaining agreement, a union steward may be present, upon the request of the employee.

Any employee found to be in violation of an HR Policy will be subject to disciplinary action up to and including discharge. These HR Policies and their enforcement are a directed effort to correct deficiencies and promote an efficient and effective workforce.