



Board of Health Responsibilities and Management Rights



Policy A-IC-3

June 29, 2006

Purpose: The Board of Health Responsibilities and Management Rights Policy A-IC-3 exists to differentiate between the responsibilities of the governing Board of Health and the District Director of Three Rivers District Health Department.

Policy: The Board of Health of the Three Rivers District Health (hereafter referred to as the *Board*), reserves all rights which are afforded to it by the virtue of its capacity and authority under the Kentucky Revised Statutes, together with all such rights of management which are inherent by custom to its position. The Director appoints employees, promotes, fixes the compensation for and otherwise regulates the employment of all employees under his/her jurisdiction and control.

Procedure:

- I. The Employer's management rights include, but are not limited to, the right:
 - A. To manage and direct its employees, including the right to train, hire, promote, transfer, assign, schedule, evaluate, retain, layoff, recall and discharge, or discipline for just cause.
 - B. To manage and determine the location, type, and number of physical facilities, type of equipment, operations, and the work to be performed.
 - C. To determine the employer's goals, mission, objectives, programs and services; and to utilize personnel in a manner determined by the employer to effectively and efficiently meet those goals.
 - D. To determine the size and composition of the workforce and each district's organizational structure, including the right to lay off employees from duty.
 - E. To promulgate and enforce work rules, district orders and policies and procedures which do not otherwise conflict with the terms of good management practices.
 - F. To determine the hours of work and the work schedules.
 - G. To determine when a job vacancy exists, the duties to be included in all job classifications, and the standards of quality and performance to be maintained.
 - H. To determine if and when overtime is needed and the amount of overtime.
 - I. To maintain the security of records and other pertinent information.
 - J. To determine assignments and locations of employee work.

District Director

Date

Chairperson, Three Rivers District Board of Health

Date