

# **MACOMB COUNTY HUMAN RESOURCES POLICIES**

## **INTRODUCTION AND SCOPE**

The Home Rule Charter of Macomb County authorizes the Human Resources and Labor Relations Department to formulate and direct the County's overall Human Resources Program and to establish employment specifications and protocols for County employment.

Throughout these Human Resources (HR) Policies, the term "County" is used to designate Macomb County. However, when appropriate, the term also includes other County employers such as the Sixteenth Judicial Circuit Court, the Macomb County Probate Court and the 42nd District Court. The term "County" is also used to designate Co-employer and Joint Employer relationships of Macomb County.

Except as superseded by State law or by collective bargaining agreements, these HR Policies apply to all persons employed by Macomb County. The County Clerk-Register of Deeds, County Treasurer, Prosecutor, Public Works Commissioner, and Sheriff, and their statutorily mandated deputies, and the Judges of the Sixteenth Circuit Court, the Macomb County Probate Court, and the 42nd District Court are not subject to HR Policies. The employees of the above named Elected Officials are subject to the provisions of these HR Policies. The Elected Officials are obligated to abide by, and enforce, the provisions of these HR Policies as they relate to the employees under their jurisdiction.

The County reserves and retains, solely and exclusively, all rights to manage and operate its affairs; the constitutional and/or statutory rights, duties and obligations of the County shall in no way be abridged by the terms of these HR Policies. These HR Policies shall not alter the provisions of Public Act 298 of 1966, as amended, which is applicable to certain employees of the Office of the Sheriff.