

PURPOSE AND INTENT

It is the purpose and intent of these HR Policies to inform County employees about policies and rules important to their employment and to assist employees in being successful and productive. These HR Policies do not create 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 are within the discretion of the Human Resources and Labor Relations Department, with final approval from the County Executive's Office. These HR Policies supersede all prior HR/Personnel Policies.

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

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 intended to communicate the County's expectations, correct deficiencies and promote an efficient and effective workforce.