

# Bradley County Employee Handbook

## Table of Contents

<b>Policy Number</b>	<b>Title</b>
<b><u>INTRODUCTION</u></b>	
010	<u>Title Page</u>
020	<u>Employee Welcome Message</u>
040	<u>Introductory Statement</u>
051	<u>Employee Acknowledgement Form</u>
060	<u>Customer Relations</u>
<b><u>EMPLOYMENT</u></b>	
101	<u>Nature of Employment</u>
102	<u>Employee Relations</u>
103	<u>Equal Employment Opportunity</u>
104	<u>Business Ethics and Conduct</u>
105	<u>Personal Relationships in the Workplace</u>
106	<u>Employee Medical Examinations</u>
107	<u>Immigration Law Compliance</u>
108	<u>Conflicts of Interest</u>
110	<u>Outside Employment</u>
114	<u>Disability Accommodation</u>
<b><u>EMPLOYMENT STATUS &amp; RECORDS</u></b>	
<b>201</b>	<b><u>Employment Categories (Revised May 4, 2015)</u></b>
202	<u>Access to Personnel Files</u>
203	<u>Employment Reference Checks</u>
204	<u>Personnel Data Changes</u>
205	<u>Minimum Age for Employment</u>
206	<u>Introductory Period</u>
208	<u>Employment Applications</u>
209	<u>Performance Evaluation</u>
210	<u>Job Descriptions</u>
<b><u>EMPLOYEE BENEFIT PROGRAMS</u></b>	
301	<u>Employee Benefits</u>
303	<u>Vacation Benefits</u>
<b>305</b>	<b><u>Holidays (Revised July 6, 2015)</u></b>
306	<u>Workers' Compensation Insurance</u>
307	<u>Sick Leave Benefits</u>
<b>309</b>	<b><u>Bereavement Leave (Revised July 6, 2015)</u></b>
311	<u>Jury Duty</u>
312	<u>Witness Duty</u>
313	<u>Benefits Continuation (COBRA)</u>
316	<u>Health Insurance</u>
317	<u>Life Insurance</u>

### TIMEKEEPING/PAYROLL

401	<u>Timekeeping</u>
403	<u>Paydays</u>
405	<u>Employment Termination</u>
409	<u>Administrative Pay Corrections</u>
410	<u>Pay Deductions</u>

### WORK CONDITIONS & HOURS

500	<b>Compensatory Time (Added 3-7-2014)</b>
501	<u>Safety</u>
502	<u>Work Schedules</u>
504	<u>Use of Phone and Mail Systems</u>
505	<u>Smoking</u>
506	<u>Rest and Meal Periods</u>
507	<u>Overtime</u>
508	<u>Use of Equipment and Vehicles</u>
510	<u>Emergency Closings</u>
512	<b><u>Business Travel Expenses (Revised 9-8-2015)</u></b>
514	<u>Visitors in the Workplace</u>
516	<b><u>Computer and E-mail Usage (Revised July 6, 2015)</u></b>
517	<u>Internet Usage</u>
518	<u>Workplace Monitoring</u>
522	<u>Workplace Violence Prevention</u>

### LEAVES OF ABSENCE

601	<u>Medical Leave</u>
603	<u>Personal Leave</u>
605	<u>Military Leave</u>
607	<u>Maternity Related Absences</u>

### EMPLOYEE CONDUCT & DISCIPLINARY ACTION

701	<b><u>Employee Conduct and Work Rules (Revised July 6, 2015)</u></b>
702	<u>Drug and Alcohol Use</u>
703	<b><u>Sexual and Other Unlawful Harassment (Revised 4-6-2012)</u></b>
704	<u>Attendance and Punctuality</u>
705	<u>Personal Appearance</u>
706	<u>Return of Property</u>
708	<u>Resignation</u>
710	<u>Security Inspections</u>
714	<u>Drug Testing</u>
716	<u>Progressive Discipline</u>
722	<u>Workplace Etiquette</u>

### MISCELLANEOUS

800	<u>Life-Threatening Illnesses in the Workplace</u>
906	<u>Job Abandonment</u>
	<b><u>Personnel Policy and Procedure Title VI Policy (Added 4-6-2012)</u></b>

**Bradley County  
Employee Handbook  
Issue Date: November 1, 2004**

Welcome new employee!

On behalf of your colleagues, I welcome you to Bradley County Government and wish you every success here.

We believe that each employee contributes directly to Bradley County's success, and we hope you will take pride in being a member of our team.

This handbook was developed to describe some of the expectations of our employees and to outline the policies, programs, and benefits available to eligible employees. Employees should familiarize themselves with the contents of the employee handbook as soon as possible, for it will answer many questions about employment with Bradley County.

We hope that your experience here will be challenging, enjoyable, and rewarding. Again, welcome!

Sincerely,

D. Gary Davis  
County Mayor

## **INTRODUCTORY STATEMENT**

This handbook is designed to acquaint you with Bradley County and provide you with information about working conditions, employee benefits, and some of the policies affecting your employment. You should read, understand and comply with all provisions of the handbook. It describes many of your responsibilities as an employee and outlines the programs developed by Bradley County to benefit employees. One of our objectives is to provide a work environment that is conducive to both personal and professional growth.

No employee handbook can anticipate every circumstance or question about policy. As Bradley County continues to grow, the need may arise and Bradley County reserves the right to revise, supplement, or rescind any policies or portion of the handbook from time to time as it deems appropriate, in its sole and absolute discretion. The only exception to changes is our employment-at-will policy permitting you or Bradley County to end our relationship for any reason at any time. Employees will, of course, be notified of such changes to the handbook as they occur.

Cordially,

Tracy Cook  
Payroll/Personnel Clerk

## EMPLOYEE ACKNOWLEDGEMENT FORM

The employee handbook describes important information about Bradley County, and I understand that I should consult the Executive Director regarding any questions not answered in the handbook. I have entered into my employment relationship with Bradley County voluntarily and acknowledge that there is no specified length of employment. Accordingly, either I or Bradley County can terminate the relationship at will, with or without cause, at any time, so long as there is no violation of applicable federal or state law.

Since the information, policies, and benefits described here are necessarily subject to change, I acknowledge that revisions to the handbook may occur, except to Bradley County's policy of employment-at-will. All such changes will be communicated through official notices, and I understand that revised information may supersede, modify, or eliminate existing policies. Only the legislative body of Bradley County has the ability to adopt any revisions to the policies in this handbook.

Furthermore, I acknowledge that this handbook is neither a contract of employment nor a legal document. I have received the handbook, and I understand that it is my responsibility to read and comply with the policies contained in this handbook and any revisions made to it.

EMPLOYEE'S NAME (Print)

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EMPLOYEE'S SIGNATURE:

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DATE:

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## **CUSTOMER RELATIONS**

Customers are among our Bradley County's most valuable assets. Every employee represents Bradley County to our customers, the public. The way we do our jobs presents an image of our entire county government. Customers judge all of us by how they are treated with each employee contact. Therefore, one of our first priorities is to assist any customer or potential customer. Nothing is more important than being courteous, friendly, helpful, and prompt in the attention you give to customers.

Our personal contact with the public, our manners on the telephone, and the communications we send to customers are a reflection not only of ourselves, but also of the professionalism of Bradley County. Positive customer relations serve to enhance the public's perception or image of Bradley County.

Bradley County hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of services on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. Bradley County shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all customers, notices of nondiscrimination.

## **101 Nature of Employment**

Employment with Bradley County is voluntarily entered into, and the employee is free to resign at will at any time, with or without cause. Similarly, in conformance with Tennessee state law, Bradley County may terminate the employment relationship at will at any time, with or without notice or cause, so long as there is no violation of applicable federal or state law.

Policies set forth in this handbook are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between Bradley County and any of its employees. The provisions of the handbook have been developed at the discretion of management and, except for its policy of employment-at-will, may be amended or cancelled at any time, at Bradley County's sole discretion.

These provisions supersede all existing policies and practices and may not be amended or added to without the express written approval of the legislative body of Bradley County.

## **102 Employee Relations**

Bradley County believes that the work conditions, salaries, and benefits it offers to its employees are competitive with those offered by other employers in this area. If employees have concerns about work conditions or compensation, they are strongly encouraged to voice these concerns openly and directly to their supervisors.

Our experience has shown that when employees deal openly and directly with supervisors, the work environment can be excellent, communications can be clear, and attitudes can be positive. We believe that Bradley County amply demonstrates its commitment to employees by responding effectively to employee concerns.

## **103 Equal Employment Opportunity**

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Bradley County will be based on merit, qualifications, and abilities. Bradley County does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

Bradley County will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor, the Department Head, or the Human Resources Director. Employees can raise concerns and make reports without

fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

## **104 Business Ethics and Conduct**

The successful business operation and reputation of Bradley County is built upon the principles of fair dealing and ethical conduct of our employees. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity.

The continued success of Bradley County is dependent upon our customers' trust and we are dedicated to preserving that trust. Employees owe a duty to Bradley County, its customers, and citizens to act in a way that will merit the continued trust and confidence of the public.

Bradley County will comply with all applicable laws and regulations and expects its directors, officials, and employees to conduct business in accordance with the letter, spirit, and intent of all relevant laws and to refrain from any illegal, dishonest, or unethical conduct.

In general, the use of good judgment, based on high ethical principles, will guide you with respect to lines of acceptable conduct. If a situation arises that is difficult to determine the proper course of action, the matter should be discussed openly with your immediate supervisor and, if necessary, the Department Head for advice and consultation.

Compliance with this policy of business ethics and conduct is responsibility of every Bradley County employee. Disregarding or failing to comply with this standard of business ethics and conduct could lead to disciplinary action, up to and including possible termination of employment.

## **105 Personal Relationships in the Workplace**

Each elected official determines the policy for personal relationships to be followed for his/her department. However, in the absence of a specific departmental policy the following policy will apply. (Each elected official shall notify their employees if they have adopted a departmental policy that differs.)

The employment of relatives or individuals involved in a dating relationship in the same area of an organization may cause serious conflicts and problems with favoritism and employee morale. In addition to claims of partiality in treatment at work, personal conflicts from outside the work environment can be carried over into day-to-day working relationships.

For purposes of this policy, a relative is any person who is related by blood or marriage, or whose relationship with the employee is similar to that of persons who are related by blood or marriage. A dating relationship is defined as a relationship that may be reasonably expected to lead to the formation of a consensual "romantic" or sexual relationship. This policy applies to all employees without regard to the gender or sexual orientation of the individuals involved.

Relatives of current employees may not occupy a position that will be working directly for or supervising their relative. Individuals involved in a dating relationship with a current employee may also not occupy a position that will be working directly for or supervising the employee with whom they are involved in a dating relationship. Bradley County also reserves the right to take prompt action if an actual or potential conflict of interest arises involving relatives or individuals involved in a dating relationship who occupy positions at any level (higher or lower) in the same line of authority that may affect the review of employment decisions.

If a relative relationship or dating relationship is established after employment between employees who are in a reporting situation described above, it is the responsibility and obligation of the supervisor involved in the relationship to disclose the existence of the relationship to management. The individuals concerned will be given the opportunity to decide who is to be transferred to another available position. If that decision is not made within 30 calendar days, management will decide who is to be transferred or, if necessary, terminated from employment.

In other cases where a conflict or the potential for conflict arises because of the relationship between employees, even if there is no line of authority or reporting involved, the employees may be separated by reassignment or terminated from employment. Employees in a close personal relationship should refrain from public workplace displays of affection or excessive personal conversation.

## **106 Employee Medical Examinations**

The following policy will apply for those departments who elect to perform employee medical examinations.

To help ensure that employees are able to perform their duties safely, medical examinations may be required.

After an offer has been made to an applicant entering a designated job category, a medical examination will be performed at Bradley County's expense by a health professional of Bradley County's choice. The offer of employment and assignment to duties is contingent upon satisfactory completion of the exam.

Information on an employee's medical condition or history will be kept separate from other employee information and maintained confidentially. Access to this information will be limited to those who have a legitimate need to know.

## **107 Immigration Law Compliance**

Bradley County is committed to employing only United States citizens and aliens who are authorized to work in the United States and does not unlawfully discriminate on the basis of citizenship or national origin.

In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who

are rehired must also complete the form if they have not completed an I-9 with Bradley County within the past three years, or if their previous I-9 is no longer retained or valid.

Employees with questions or seeking more information on immigration law issues are encouraged to contact the Human Resources Department. Employees may raise questions or complaints about immigration law compliance without fear of reprisal.

## **108 Conflicts of Interest**

Employees have an obligation to conduct business within guidelines that prohibit actual or potential conflicts of interest. This policy establishes only the framework within which Bradley County wishes to agency to operate. The purpose of these guidelines is to provide general direction so that employees can seek further clarification on issues related to the subject of acceptable standards of operation. Contact the Department Head for more information or questions about conflicts of interest.

Transactions with outside forms must be conducted within a framework established and controlled by the executive level of organization. Business dealings with outside firms should not result in unusual gains from those firms. Unusual gain refers to bribes, product bonuses, special fringe benefits, unusual price breaks, and other windfalls designed to ultimately benefit the employer, the employee or both. Promotional plans that could be interpreted to involve unusual gain require specific executive-level approval.

An actual or potential conflict of interest occurs when an employee is in a position to influence a decision that may result in a personal gain for that employee or for a relative as a result of Bradley County's business dealings. For the purposes of this policy, a relative is any person who is related by blood or marriage, or whose relationship with the employee is similar to that of persons who are related by blood or marriage.

No "presumption of guilt" is created by the mere existence of a relationship with outside firms. However, if employees have any influence on transactions involving purchases, contracts, or leases, it is imperative that they disclose to the Department Head as soon as possible the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Personal gain may result not only in cases where an employee or relative has as significant ownership in a firm with which Bradley County does business, but also when an employee or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving Bradley County.

Any improper transfer of material or disclosure of information, even though it is not apparent that an employee has personally gained by such action, constitutes unacceptable conduct. Any employee who participates in such a practice will be subject to disciplinary action, up to and including possible discharge and legal action.

## **110 Outside Employment**

Employees may hold outside jobs as long as they meet the performance standards of their job with Bradley County. All employees will be judged by the same performance standards and will be subject to Bradley County's scheduling demands, regardless of any existing outside work requirements.

If Bradley County determines that an employee's outside work interferes with performance or the ability to meet the requirements of Bradley County as they are modified from time to time, the employee may be asked to terminate the outside employment if he or she wishes to remain with Bradley County.

Outside employment that constitutes a conflict of interest is prohibited. Employees may not receive any income or material gain from individuals outside Bradley County for materials produced or services rendered while performing their jobs.

## **114 Disability Accommodations**

Bradley County is committed to complying fully with the Americans with Disabilities Act (ADA) and ensuring equal opportunity in employment for qualified persons with disabilities. All employment practices and activities are conducted on a non-discriminatory basis.

Hiring procedures have been reviewed and provide persons with disabilities meaningful employment opportunities. Upon request, job applications are available in alternative, accessible formats, as is assistance in completing the application. Pre-employment inquiries are made only regarding an applicant's ability to perform the duties of the position.

Post-offer medical examinations are required only for those positions in which there is a bona fide job-related physical requirement. They are given to all persons entering the position only after conditional job offers. Medical records will be kept separate and confidential.

Reasonable accommodation is available to all disabled employees, where their disability affects the performance of job functions. All employment decisions are based on the merits of the situation in accordance with defined criteria, not the disability of the individual.

Qualified individuals with disabilities are entitled to equal pay and other forms of compensation (or changes in compensation) as well as in job assignments, classifications, organizational structures, position descriptions, lines of progression and seniority lists. Leave of all types will be available to all employees on an equal basis.

Bradley County is also committed to not discrimination against any qualified employees. Or applicants because they are related to or associated with a person with a disability. Bradley County will follow any state or local law that provides individuals with disabilities greater protection than the ADA.

This policy is neither exhaustive nor exclusive. Bradley County is committed to taking all other actions necessary to ensure equal employment opportunity for persons with disabilities in accordance with the ADA and all other applicable federal, state, and local laws.

## **201 Employment Categories (Amended May 4, 2015)**

It is the intent of Bradley County to clarify the definitions of employment classifications so that employees understand their employment status and benefit eligibility. These classifications do not guarantee employment for any specified period of time. Accordingly, the right to terminate the employment relationship at will at any time is retained by both the employee and Bradley County.

Each employee is designated as either NONEXEMPT or EXEMPT from federal and state wage and hour laws. NONEXEMPT employees are entitled to overtime pay under the specific provisions of federal and state laws. EXEMPT employees are excluded from specific provisions of federal and state wage and hour laws.

“Exempt employees” are employees that are employed in a bona fide executive, administrative, or professional capacity, and also includes computer systems analysts, computer programmers, software engineers, and other similarly skilled computer employees. Exempt employees are not exempt from the recordkeeping requirements of the FLSA, the Department of Labor or the policies of the County.

The term “executive employee” means any employee: (1) Compensated on a salary basis at a rate of not less than \$455 per week; (2) Whose primary duty is management of the County or of a department or subdivision thereof; (3) Who customarily and regularly directs the work of two or more other employees; and (4) Who has the authority to hire or fire other employees or whose suggestions and recommendations as to the hiring, firing, advancement, promotion or any other change of status of other employees are given particular weight.

The term “administrative employee” means any employee: (1) Compensated on a salary or fee basis at a rate of not less than \$455 per week, exclusive of board, lodging or other facilities; (2) Whose primary duty is the performance of office or non-manual work directly related to the management or general business operations of the County; and (3) Whose primary duty includes the exercise of discretion and independent judgment with respect to matters of significance.

The term “professional employee” means any employee: (1) Compensated on a salary or fee basis at a rate of not less than \$455 per week, exclusive of board, lodging, or other facilities; and (2) Whose primary duty is the performance of work: (i) Requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction; or (ii) Requiring invention, imagination, originality or talent in a recognized field of artistic or creative endeavor.

The term “computer employee” means any employee: (1) Compensated on a salary or fee basis at a rate of not less than \$455 per week, exclusive of board, lodging or other facilities; (2) Whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user

or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills.

The term “non-exempt employee” means any employee that does not fit into the definition of exempt employee as set forth above or as established by the FLSA, as amended. Non-exempt employees are required to be compensated by overtime or compensatory time as established by this policy when they work in excess of forty (40) hours per week.

Law enforcement and fire protection personnel engaged in law enforcement and fire protection activities shall receive overtime pay or compensatory time as established by this policy for all hours worked in excess of their established work period set forth by the Fair Labor Standards Act 7(k) exemption.

Any questions regarding the NONEXEMPT or EXEMPT status shall be directed to the Human Resource Office.

In addition to the above categories, each employee will belong to one other employment category:

REGULAR FULL-TIME employees are those who are not in a temporary or introductory status and who are regularly scheduled to work Bradley County's full-time schedule. Generally, they are eligible for Bradley County's benefit package, subject to the terms, conditions, and limitations of each benefit program.

PART-TIME employees are those who are not assigned to a temporary or introductory status and who are regularly scheduled to work less than thirty (30) hours per week. While they do receive all legally mandated benefits (such as Social Security and workers' compensation insurance), but they are ineligible for all of Bradley County's other benefit programs.

INTRODUCTORY employees are those whose performance is being evaluated at the beginning of their employment to determine whether further employment in a specific position or with Bradley County is appropriate. Employees who satisfactorily complete the introductory period will be notified of their new employment classification. The Introductory period, unless otherwise specified by the specific Department or Elected Official, is ninety (90) days. Employees do not accrue vacation and sick leave during this introductory period.

TEMPORARY employees are those who are hired as interim replacements, to temporarily supplement the work force, or to assist in the completion of a specific project. Employment assignments in this category are of a limited duration. Employment beyond any initially stated period does not in any way imply a change in employment status. Temporary employees receive all legally mandated benefits (such as Social Security and workers' compensation insurance), but they are ineligible for all of Bradley County's other benefit programs.

## **202 Access to Personnel Files**

Bradley County maintains a personnel file on each employee. The personnel file includes such information as the employee's job application, resume, records of training, documentation of performance appraisals and salary increases, and to other employment records.

Personnel files are the property of Bradley County and access to the information they contain is governed by state law. Generally, only supervisors and management personnel of Bradley County who have a legitimate reason to review information in a file are allowed to do so.

Employees who wish to review their own file should contact the Department Head (for departments maintaining these files) or the Human Resource Department. With reasonable advance notice, employees may review their own personnel files in Bradley County's offices and in the presence of an individual appointed by Bradley County to maintain the files.

## **203 Employment Reference Checks**

To ensure that individuals who join Bradley County are well qualified and have a strong potential to be productive and successful, it is the policy of Bradley County to check the employment references of all applicants.

The Human Resources Department will respond to all reference check inquiries from other employers for the files it maintains. Department Heads or their designee will respond to all reference checks inquiries from other employers for the files they maintain. Responses to such inquiries will be limited to factual information that can be substantiated by Bradley County.

## **204 Personnel Data Changes**

It is the responsibility of each employee to promptly notify Bradley County of any changes in personnel data. Personal mailing addresses, telephone numbers, number and names of dependents, individuals to be contacted in the event of emergency, educational accomplishments, and other such status reports should be accurate and current at all times. If any personnel data has changed, notify the Human Resources Department or Department Head.

## **205 Minimum Age for Employment**

The minimum age for employment of full-time and acting employees shall be eighteen years of age, unless otherwise established by state law. The minimum age for employment of all other categories shall be sixteen years of age. There is no mandatory retirement age.

## **206 Introductory Period**

The introductory period is intended to give new employees the opportunity to demonstrate their ability to achieve a satisfactory level of performance and to determine whether the new position

meets their expectations. Bradley County uses this period to evaluate employee capabilities, work habits, and overall performance. Either the employee or Bradley County may end the employment relationship at will at any time during or after the introductory period, with or without cause or advance notice.

All new and rehired employees work on an introductory basis for the first 90 calendar days after their date of hire with the exception of the Sheriff's Department and Juvenile Division where the introductory period is 180 days.

Employees who are promoted or transferred within Bradley County must complete a secondary introductory period of the same length with each reassignment to a new position. Any significant absence will automatically extend an introductory period by the length of the absence. If Bradley County determines that the designated introductory period does not allow sufficient time to thoroughly evaluate the employee's performance, the introductory period may be extended for a specified period.

In cases of promotions or transfers within Bradley County, an employee, who, in the sole judgment of management, is not successful in the new position, can be removed from that position at any time during the secondary probationary period. If this occurs, the employee may be allowed to return to his or her former job or to comparable job for which the employee is qualified, depending on the availability of such positions and the organization's needs.

Upon satisfactory completion of the initial introductory period, employees enter the "regular" employment classification.

During the initial introductory period, new employees are eligible for those benefits that are required by law, such as workers' compensation insurance and Social Security. They will not accrue Holiday, Vacation, or Sick leave. After 30 days, they are eligible for health insurance coverage. After becoming regular employees, they may also be eligible for other Bradley County-provided benefits, subject to the terms and conditions of each benefits program. Employees should read the information for each specific benefits program for the details on eligibility requirements.

Benefits eligibility and employment status are not changed during the secondary probationary period that results from a promotion or transfer within the organization.

## **208 Employment Applications**

Bradley County relies upon the accuracy of information contained in the employment application, as well as the accuracy of other data presented throughout the hiring process and employment. Any misrepresentations, falsifications, or material omissions in any of this information or data may result in the exclusion of the individual from further consideration for employment or, if the person has been hired, termination of employment.

## **209 Performance Evaluation**

Supervisors and employees are strongly encouraged to discuss job performance and goals on an informal, day-to-day basis. Formal performance evaluations are conducted at the end of an employee's initial period in any new position. This period, known as the introductory period,

allows the supervisor and the employee to discuss the job responsibilities, standards, and performance requirements of the new position. Additional formal performance evaluations are conducted to provide both supervisors and employees the opportunity to discuss job tasks, identify and correct weaknesses, encourage and recognize strengths, and discuss positive, purposeful approaches for meeting goals.

The performance of all employees is generally evaluated according to an ongoing 12-month cycle, beginning at the fiscal-year end.

## **210 Job Descriptions**

Bradley County makes every effort to create and maintain accurate job descriptions for all positions within the organization.

Bradley County maintains job descriptions to aid in orienting new employees to their jobs, identifying the requirements of each position, establishing hiring criteria, setting standards for employee performance evaluations, and establishing a basis for making reasonable accommodations for individuals with disabilities.

The Department Head prepares job descriptions when new positions are created. Existing job descriptions are also reviewed and revised in order to ensure that they are up to date. Job descriptions may also be rewritten periodically to reflect any changes in the position's duties and responsibilities. All employees will be expected to help ensure that their job descriptions are accurate and current, reflecting the work being done.

Employees should remember that job descriptions do not necessarily cover every task or duty that might be assigned, and that additional responsibilities may be assigned as necessary. Contact the Department Head if you have any questions or concerns about your job description.

## **301 Employee Benefits**

Eligible employees at Bradley County are provided a wide range of benefits. A number of the programs (such as Social Security, workers' compensation, state disability, and unemployment insurance) cover all employees in the manner prescribed by law.

Benefits eligibility is dependent upon a variety of factors, including employee classification. Your supervisor can identify the programs for which you are eligible. Details of many of these programs can be found elsewhere in the employee handbook.

The following benefit programs are available to eligible employee:

- \*Auto Mileage
- \*Benefit Conversion at Termination
- \*Bereavement Leave
- \*Credit Union
- \*Cafeteria Plan (Section 125)
- \*Dental Insurance
- \*Family Leave
- \*Health Insurance

- \*Holidays
- \*jury Duty Leave
- \*Life Insurance
- \*Long-Term Disability
- \*Meal Insurance
- \*Medical Leave
- \*Military Leave
- \*Military Leave Assistance
- \*Pension Plan
- \*Sick Leave Benefits
- \*Short-Term Disability
- \*Travel Allowances
- \*Uniform and Uniform Maintenance
- \*Vacation Benefits
- \*Voting Time Off
- \*Witness Duty Leave

Some benefit programs require contributions from the employees, while others are fully paid by Bradley County.

### **303 Vacation Benefits**

Each elected official determines the policy for vacation benefits to be followed for his/her department. However, in the absence of a specific departmental policy the following policy will apply. (Each elected official shall notify their employees if they have adopted a departmental policy that differs.)

Vacation time off with pay is available to eligible employees to provide opportunities for rest, relaxation, and personal pursuits. Employees in the following employment classification(s) are eligible to earn and use vacation time as described in this policy:

- \*Regular full-time employees

The amounts of paid vacation time employees receive each year increase with the length of their employment as shown in the following schedule:

\*Upon initial eligibility the employee is entitled to 6 vacation days the first year, accrued monthly at the rate of 0.500 days.

\*After 1 year of eligible service the employee is entitle to 12 vacation days each year, accrued monthly at the rate of 1 day.

\*After 10 years of eligible service the employee is entitle to 18 vacation days each year, accrued monthly at the rate of 1.50 days.

The length of eligible service is calculated on the basis of a "benefit year." This is the 12-month period that begins when the employee starts to earn vacation time. An employee's benefit year may be extended for any significant leave of absence except military leave of absence. Military leave has no effect on this calculation. (See individual leave of absence policies for more information.)

Once employees enter an eligible employment classification, they begin to earn paid vacation time according to the schedule. They can request use of vacation time after it is earned.

Paid vacation time can be used in minimum increments of one-half day. To take vacation, employees should request advance approval from their supervisors. Requests will be reviewed base on a number of factors, including business needs and staffing requirements.

Vacation time off is paid at the employee's base pay rate at the time of vacation. It does not include overtime or any special forms of compensation such as incentives, commissions, bonuses, or shift differentials.

As state above, employees are encouraged to use available paid vacation time for rest, relaxation, and personal pursuits. In the event that available vacation is not used by the end of the fiscal year, June 20 of each year, employees may carry unused time forward to the next benefit year until unused vacation time reaches a "cap" of 30 days.

In the event that available paid vacation time exceeds the 30-day cap by the end of the fiscal year, June 20 of each year, any vacation time in excess of the 30-day cap will roll to TCRS "Sick" Time. TCRS "Sick" Time may be used only to accrue additional service time to be rolled into TCRS upon retirement. Upon termination of employment, employees will be paid for unused vacation time that has been earned through the last day of work, for up to 30 days. All days above the 30-day cap will be rolled to TCRS "Sick" Time.

Employees contemplating retirement should notify their employer in advance, and, if this does not cause undue hardship for the employer, unused vacation time not in excess of 30 days can be taken before starting their retirement. Other wise, unused vacation time will be paid through the last day of work in a lump sum, unless the employee gives a written request that all, or part of, the unused vacation time be transferred to TCRS "Sick" Time. Amounts paid in lump sum cannot be reported to TCRS.

### **305 Holidays** (Amended July 6, 2015)

Bradley County will grant holiday time off to all eligible employees (except as otherwise set forth herein) on the holidays listed below:

- New Year's Day (January 1)
- Martin Luther King, Jr. Day (third Monday in January)
- Presidents' Day (third Monday in February)
- Good Friday (Friday before Easter)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Veterans' Day (November 11)
- Thanksgiving (fourth Thursday in November)
- Day after Thanksgiving
- Christmas Eve (December 24)

- Christmas (December 25)

Additionally, Bradley County may observe additional holidays at the discretion of the County Mayor as set forth in the Holiday Schedule for each calendar year as assigned by the State of Tennessee.

Bradley County will grant holiday time off to all eligible employees immediately upon assignment to an eligible employment classification. Eligible employees include all Regular Full-Time Employees as defined in Section 201 of the Employee Handbook.

Holiday pay will be calculated based on the employee's straight-time pay rate (as of the date of the holiday) multiplied by the number of hours the employee would otherwise have worked on that day.

A recognized holiday that falls on a Saturday will be observed on the preceding Friday. A recognized holiday that falls on a Sunday will be observed on the following Monday.

If a recognized holiday falls during an eligible employee's paid absence (such as vacation or sick leave), holiday pay will be provided instead of the paid time off benefit that would otherwise have applied.

Due to the nature of services provided, employees of the Sheriff's Department, Juvenile Division Ambulance Service and Fire Department may be scheduled to work on a holiday. Sheriff's Department, Juvenile Division and Ambulance Service personnel that are required to work a recognized holiday may be scheduled off another regular workday in order to receive the holiday benefit. Hours worked on the actual holiday shall be at straight time salary.

Fire Department eligible employees will receive sixteen (16) hours of holiday pay for each observed holiday on the pay period in which the holiday was observed by the County. Those Fire Department eligible employees that are scheduled to work on a holiday will also receive payment for actual hours worked at straight time salary.

On the rare occasion that an Emergency would happen during one of the twelve holiday days, EMA would need to come in and take care of documenting and decision making for that emergency.

If an emergency situation arises that requires EMA to come into work during a recognized holiday, they will receive holiday pay plus wages at their straight-time rate for the hours worked on the holiday.

All requested holiday pay shall be clearly shown and labeled as holiday pay on the timesheets of submitted by eligible employees.

Paid time off for holidays not worked will not be counted as hours worked for the purposes of determining any overtime pay that is owed during a pay period.

### **306 Workers' Compensation Insurance**

Bradley County provides a comprehensive workers' compensation insurance program at no cost to employees. This program covers any injury or illness sustained in the course of employment that requires medical, surgical, or hospital treatment. Subject to applicable legal requirements, workers' compensation insurance provides benefits after a short waiting period or, if the employee is hospitalized, immediately.

Employees who sustain work-related injuries or illnesses should inform their supervisor immediately. No matter how minor an on-the-job injury may appear, it is important that it be reported immediately. This will enable an eligible employee to qualify for coverage as quickly as possible.

Neither Bradley County nor the insurance carrier will be liable for the payment of workers' compensation benefits for injuries that occur during an employee's voluntary participation in any off-duty recreational, social, or athletic activity sponsored by Bradley County.

### **307 Sick Leave Benefits**

Each elected official determines the policy for sick leave benefits to be followed for his/her department. However, in the absence of a specific departmental policy the following policy will apply. (Each elected official shall notify their employees if they have adopted a departmental policy that differs.)

Bradley County provides paid sick leave benefits to all eligible employees for periods of temporary absence due to illnesses or injuries. Eligible employee classification(s):

\*Regular full-time employees

Eligible employees will accrue sick leave benefits at the rate of 12 days per year (1 day for every full month of service). Sick leave benefits are calculated on the basis of a "benefit year," the 12-month period that begins when the employee starts to earn sick leave benefits.

Paid sick leave can be used in minimum increments of one-half day. An eligible employee may use sick leave benefits for an absence due to his or her own illness or injury, or that of a child, parent, or spouse of the employee.

Employees who are unable to report to work due to illness or injury should notify their direct supervisor before the scheduled start of their workday if possible. The direct supervisor must also be contacted on each additional day of absence. If any employee is absent for three or more consecutive days due to illness or injury, a physician's statement must be provided verifying the disability and its beginning and expected ending dates. Such verification may be requested for other sick leave absences as well and may be required as a condition to receiving sick leave benefits. Before returning to work from a sick leave absence of 10 calendar days or more, an employee must provide physician's verification that he or she may safely return to work.

Sick leave benefits will be calculated based on the employee's base pay rate at the time of absence and will not include any special forms of compensation, such as incentives, commissions, bonuses, or shift differentials.

Sick leave benefits are intended solely to provide income protection in the event of illness or injury, and may not be used for any other absence. Employees will not be paid for unused sick leave benefits while they are employed or at the termination of employment, however sick leave days accumulated may be applied to vested retirements. The Human Resources Department will assist in clarification of these situations.

### **309 Bereavement Leave (Amended July 6, 2015)**

Regular Full-Time Employees who wish to take time off due to the death of each immediate family member should notify their supervisor immediately. Up to three (3) days of paid bereavement leave will be provided to eligible employees, except for those employed in the Bradley County Fire and Rescue Department scheduled to work twenty-four (24) hour shifts. Regular Full-Time Employees of the Bradley County Fire and Rescue Department, scheduled to work twenty-four (24) hour shifts, will be provided up to one (1) day of paid bereavement.

Bereavement pay is calculated based on the base pay rate at the time of absence and will not include any special forms of compensation, such as incentives, commissions, bonuses, or shift differentials.

Bereavement leave will normally be granted unless there are unusual business needs or staffing requirements. Employees may, with approval of the Department Head or Elected Official, use any available paid leave for additional time off as necessary.

Bradley County defines "immediate family" as the employee's spouse, parent, child, sibling; the employee's spouse's parent, child, or sibling; the employee's child's spouse; grandparents or grandchildren.

### **311 Jury Duty**

Bradley County encourages employees to fulfill their civic responsibilities by serving jury duty when required. Employees in an eligible classification may request up to one week of paid jury duty leave over any two year period.

Jury duty pay will be calculated on the employee's base pay rate times the number of hours the employee would otherwise have worked on the day of absence. Employee classifications that qualify for paid jury duty leave are:

- \* Regular full-time employees

If employees are required to serve jury duty beyond the period of paid jury duty leave, they may use any available paid time off (for example, vacation benefits) or may request an unpaid jury duty leave of absence.

Employees must show the jury duty summons to their supervisor as soon as possible so that the supervisor may make arrangements to accommodate their absence. Of course, employees are expected to report for work whenever the court schedule permits.

Either Bradley County or the employee may request an excuse from jury duty if, in Bradley County's judgment, the employee's absence would create serious operational difficulties.

Bradley County will continue to provide health insurance benefits for the full term of the jury duty absence.

### **312 Witness Day**

Bradley County encourages employees to appear in court for witness duty when subpoenaed to do so.

If the employee has been subpoenaed as a witness by Bradley County, he or she will receive paid time off for the entire period of witness duty.

Employees will be granted unpaid time off to appear in court as a witness when requested by a party other than Bradley County. Employees are free to use any available paid leave benefit (e.g. vacation leave) to receive compensation for the period of this absence.

### **313 Benefits Continuation (COBRA)**

The federal Consolidated Omnibus Budget Reconciliation Act (COBRA) gives employees and their qualified beneficiaries the opportunity to continue health insurance coverage under Bradley County's health plan when a "qualifying event" would normally result in the loss of eligibility. Some common qualifying events are resignation, termination of employment, or death of an employee; a reduction in an employee's hours or a leave of absence; an employee's divorce or legal separation; and a dependent child no longer meeting eligibility requirements.

Under COBRA, the employee or beneficiary pays the full cost of coverage at Bradley County's group rates plus an administration fee. Bradley County provides each eligible employee with a written notice describing rights granted under COBRA when the employee becomes eligible for coverage under Bradley County's health insurance plan. The notice contains important information about the employee's rights and obligations.

### **316 Health Insurance**

Bradley County's health insurance plan provides employees and their dependents access to medical insurance benefits. Employees in the following employment classifications are eligible to participate in the health insurance plan:

- \* Regular full-time employees

Eligible employees may participate in the health insurance plan subject to all terms and conditions of the agreement between Bradley County and the insurance carrier.

A change in employment classification that would result in loss of eligibility to participate in the health insurance plan may qualify an employee for benefits continuation under the Consolidated Omnibus Budget Reconciliation Act (COBRA). Refer to the Benefits Continuation (COBRA) policy for more information.

Details of the health insurance plan are described in the Summary Plan Description (SPD). An SPD and information on cost of coverage will be provided in advance of enrollment to eligible employees. Contact the Human Resources Department for more information about health insurance benefits.

### **317 Life Insurance**

Life insurance offers you and your family important financial protection. Bradley County provides a basic life insurance plan for eligible employees. Additional supplemental and/or dependent life insurance coverage may also be purchased.

Accidental Death and Dismemberment (AD&D) insurance provides protection in cases of serious injury or death resulting from an accident. AD&D insurance coverage is provided as part of the basic life insurance plan.

Employees in the following employment classifications are eligible to participate in the life insurance plan:

- \* Regular full-time employees

Eligible employees may participate in the life insurance plan subject to all terms and conditions of the agreement between Bradley County and the insurance carrier.

Details of the basic life insurance plan including benefit amounts are described in the Summary Plan Description provided to eligible employees. Contact the Human Resources Department for more information about life insurance benefits.

### **401 Timekeeping**

Accurately recording time worked is the responsibility of every nonexempt employee. Federal and state laws require Bradley County to keep an accurate record of time worked in order to calculate employee pay and benefits. Time worked is all the time actually spent on the job performing assigned duties.

Nonexempt employees should accurately record the time they begin and end their work, as well as the beginning and ending time of each meal period. They should also record the beginning and ending time of any split shift or departure from work for personal reasons. Overtime work must always be approved before it is performed.

Altering, falsifying, tampering with time records, or recording time on another employee's time record may result in disciplinary action, up to and including termination of employment.

Nonexempt employees should report to work no more than 15 minutes prior to their scheduled starting time nor stay more than 15 minutes after their schedule stop time without expressed, prior authorization from their supervisor.

It is the employee's responsibility to sign their time records to certify the accuracy of all time recorded. The supervisor will review and then initial the time record before submitting it for payroll processing. In addition, if corrections or modifications are made to the time record, both the employee and the supervisor must verify the accuracy of the changes by initialing the time record.

### **403 Paydays**

All employees are paid biweekly on every other Friday. Each paycheck will include earning for all work performed through the end of the previous payroll period.

In the event that a regularly scheduled payday falls on a day off such as a weekend or holiday, employees will receive pay on the last day of work before the regularly scheduled payday.

Employees may have pay directly deposited into their bank accounts if they provide advance written authorization to Bradley County. Employees will receive an itemized statement of wages when Bradley County makes direct deposits.

### **405 Employment Termination**

Since employment with Bradley County is based on mutual consent, both the employee and Bradley County have the right to terminate employment at will, with or without cause, at any time. Termination of employment is an inevitable part of personnel activity within any organization, and many of the reasons for termination are routine. Below are examples of some of the most common circumstances under which employment is terminated.

- \* Resignation – voluntary employment termination initiated by an employee.
- \* Discharge – involuntary employment termination initiated by the organization.
- \* Layoff – involuntary employment termination initiated by the organization for nondisciplinary reasons.
- \* Retirement – voluntary employment termination initiated by the employee meeting age, length of service, and any other criteria for retirement from the organization.

Bradley County will generally schedule exit interviews at the time of employment termination. The exit interview will afford an opportunity to discuss such issues as employee benefits, conversion privileges, repayment of outstanding debts to Bradley County, or return of Bradley County-owned property. Suggestions, complaints, and questions can also be voiced.

Employees will receive their final pay in accordance with applicable state law.

## **409 Administrative Pay Corrections**

The law requires that Bradley County make certain deductions from every employee's compensation. Among these are applicable federal, state, and local income taxes. Bradley County also must deduct Social Security taxes on each employee's earnings up to a specified limit that is called the Social security "wage base." Bradley County matches the amount of Social Security taxes paid by each employee.

Bradley County offers programs and benefits beyond those required by law. Eligible employees may voluntarily authorize deductions from their pay checks to cover the costs of participation in these programs.

If you have questions concerning why deductions were made from your pay check or how they were calculated, your supervisor can assist in having your questions answered.

## **500 Compensatory Time (added 3-7-2014)**

Compensatory time is time off with pay that is given to employees in lieu of overtime pay for irregular or occasional overtime work

Compensatory time may only be given to non-exempt employees that would be entitled to overtime compensation. Compensatory time in lieu of monetary overtime compensation that would otherwise be required by the Fair Labor Standards Act (hereinafter "FLSA") may only be given when an agreement or understanding is arrived at between Bradley County and the employee before performing the work.

Compensatory time is only given for actual hours worked in excess of forty (40) hours in a work week. No overtime or compensatory time can be earned by an employee unless the actual hours worked in a work week exceed forty (40) hours. Work time is calculated on actual work time, and sick pay, vacation pay, jury duty pay, bereavement pay, holidays or similar compensation for non-worked time does not count toward the forty (40) hours of worked time. Pursuant to Section 502 of this Handbook, Bradley County employees are generally required to work thirty five and a half (35.5) hours per week and must work an additional four and a half (4.5) hours to reach the mandatory forty (40) hours before any overtime or compensatory time would be earned.

As stated in Section 201 of this Handbook, all employees are designated as either non-exempt or exempt from federal and state wage and hour laws. Non-exempt employees are entitled to overtime pay or compensatory pay. Exempt employees are not entitled to overtime pay or compensatory pay. No overtime compensation or compensatory time shall be paid or granted by Bradley County in any form except as provided herein or as required by the FLSA. All compensatory time shall be paid or earned at one and one-half times the employee's regular rate for hours worked over the established work period.

"Exempt employees" are employees that are employed in a bona fide executive, administrative, or professional capacity, and also includes computer systems analysts, computer programmers, software engineers, and other similarly skilled computer employees. Exempt employees are not exempt from the recordkeeping requirements of the FLSA, the Department of Labor or the policies of the County.

The term "executive employee" means any employee: (1) Compensated on a salary basis at a rate of not less than \$455 per week; (2) Whose primary duty is management of the County or of a department or subdivision thereof; (3) Who customarily and regularly directs the work of two or more other employees; and (4) Who has the authority to hire or fire other employees or whose suggestions and recommendations

as to the hiring, firing, advancement, promotion or any other change of status of other employees are given particular weight.

The term "administrative employee" means any employee: (1) Compensated on a salary or fee basis at a rate of not less than \$455 per week, exclusive of board, lodging or other facilities; (2) Whose primary duty is the performance of office or non-manual work directly related to the management or general business operations of the County; and (3) Whose primary duty includes the exercise of discretion and independent judgment with respect to matters of significance.

The term "professional employee" means any employee: (1) Compensated on a salary or fee basis at a rate of not less than \$455 per week, exclusive of board, lodging, or other facilities; and (2) Whose primary duty is the performance of work: (i) Requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction; or (ii) Requiring invention, imagination, originality or talent in a recognized field of artistic or creative endeavor.

The term "computer employee" means any employee: (1) Compensated on a salary or fee basis at a rate of not less than \$455 per week, exclusive of board, lodging or other facilities; (2) Whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills.

The term "non-exempt employee" means any employee that does not fit into the definition of exempt employee as set forth above or as established by the FLSA, as amended. Non-exempt employees are required to be compensated by overtime or compensatory time as established by this policy when they work in excess of forty (40) hours per week.

Law enforcement and fire protection personnel engaged in law enforcement and fire protection activities shall receive overtime pay or compensatory time as established by this policy for all hours worked in excess of their established work period set forth by the Fair Labor Standards Act 7(k) exemption.

Employees must get prior approval before working any overtime or compensatory hours from their supervisor or department head. Employees who do not get prior approval for excess hour worked will be subject to disciplinary actions. If the employee continually works excess hours without approval the employee could face termination. However, no department head or supervisor shall deny overtime pay or compensatory leave for work performed beyond the maximum hours allowable that has already been performed.

If an employee's supervisor or department head approves the work in excess of the maximum hours allowable, this approval must be in writing and submitted to the Human Resource Department. Approved compensatory time must be used within a reasonable period of time in a manner that does not unduly disrupt the operations of Bradley County. The maximum compensatory time that an employee may accumulate is two hundred and forty (240) hours, except for employees engaged in public safety activity or emergency response activity may accumulate four hundred eighty (480) hours (160 and 320 actual hours worked). The accrual and use of any compensatory time must be noted on the time sheet for the pay period it is used or earned.

## **501 Safety**

To assist in providing a safe and healthful work environment for employees, customers, and visitors, Bradley County has established a workplace safety program. This program is a top priority for Bradley County. Its success depends on the alertness and personal commitment of all.

Bradley County provides information to employees about workplace safety and health issues through regular internal communication channels such as supervisor-employee meetings, bulletin board postings, memos, or other written communications.

Employees and supervisors receive periodic workplace safety training. The training covers potential safety and health hazards and safe work practices and procedures to eliminate or minimize hazards.

Some of the best safety improvement ideas come from employees. Those with ideas, concerns, or suggestions for improved safety in the workplace are encouraged to raise them with their supervisor or with another supervisor or manager. Reports and concerns about workplace safety issues may be made anonymously if the employee wishes. All reports can be made without fear of reprisal.

Each employee is expected to obey safety rules and to exercise caution in all work activities. Employees must immediately report any unsafe condition to the appropriate supervisor. Employees who violate safety standards, who cause hazardous or dangerous situations, or who fail to report or, where appropriate, remedy such situations, may be subject to disciplinary actions, up to and including termination of employment.

In the case of accidents that result in injury, regardless of how insignificant the injury may appear, employees should immediately notify the appropriate supervisor. Such reports are necessary to comply with laws and initiate insurance and workers' compensation benefits procedures.

## **502 Work Schedules**

Work schedules for employees vary throughout organization. Supervisors will advise employees of their individual work schedules. Staffing needs and operational demands may necessitate variations in starting and ending times, as well as variations in the total hours that may be scheduled each day and week. For general purposes, courthouse and annex hours shall be 8:30 a.m. to 4:30 p.m., Monday through Thursday, and 8:30 a.m. to 5:00 p.m. on Friday.

## **504 Use of Phone and Mail Systems**

Personal use of telephones for long-distance and toll calls is not permitted. Employees should practice discretion in using company telephones when making local personal calls and may be required to reimburse Bradley County for any charges resulting from their personal use of the telephone.

To ensure effective telephone communications, employees should always use the approved greeting and speak in a courteous and professional manner. Please confirm information received from the caller, and hang up only after the caller has done so.

Wireless telephones are provided to certain employees who Bradley County deems to hold positions that require them. Employees should practice discretion in using wireless telephones when making local personal calls and may be required to reimburse Bradley County for any charges resulting from their personal use of the wireless telephone.

The use of Bradley County-paid postage for personal correspondence is not permitted.

## **505 SMOKING**

In keeping with Bradley County's intent to provide a safe and healthful work environment, smoking is prohibited throughout the workplace. All county buildings are non-smoking areas. Any area where smoking is permitted will be designated by the elected official having authority over such areas.

This policy applies equally to all employees, customers, and visitors.

## **506 Rest and Meal Periods**

Each workday, full-time nonexempt employees are provided with two rest periods. Supervisors will advise employees of the regular rest period length and schedule. To the extent possible, rest periods will be provided in the middle of work periods. Since this time is counted and paid as time worked, employees must not be absent from their work stations beyond the allotted rest period time.

All full-time employees are provided with one meal period each workday. Supervisors will schedule meal periods to accommodate operating requirements. Employees will be relieved of all active responsibilities and restrictions during meal periods and will not be compensated for that time.

## **507 Overtime**

When operating requirements or other needs cannot be met during regular working hours, employees may be scheduled to work overtime hours. When possible, advance notification of these mandatory assignments will be provided. All overtime work must receive the supervisor's prior authorization. Overtime assignments will be distributed as equitably as practical to all employees qualified to perform the required work.

Overtime compensation is paid to all nonexempt employees in accordance with federal and state wage and hour restrictions. Overtime pay is based on actual hours worked. Time off on sick leave, vacation leave, or any leave of absence will not be considered hours worked for purposes of performing overtime calculations.

Employees who work overtime without receiving prior authorization from the supervisor may be subject to disciplinary action as well as loss of pay for hours worked.

## **508 Use of Equipment and Vehicles**

Equipment and vehicles essential in accomplishing job duties are expensive and may be difficult to replace. When using property, employees are expected to exercise care, perform required maintenance, and follow all operating instructions, safety standards, and guidelines.

Please notify the supervisor if any equipment, machines, tools, or vehicles appear to be damaged, defective, or need repairs. Prompt reporting of damages, defects, and the need for repairs could prevent deterioration of equipment and possible injury to employees or others. The supervisor can answer any questions about an employee's responsibility for maintenance and care of equipment or vehicles used on the job.

The improper, careless, negligent, destructive, or unsafe use of operation of equipment or vehicles, as well as excessive or avoidable traffic parking violations, can result in disciplinary action.

Non-emergency vehicles used for personal use, such as driving to and from work, must be reported as a fringe benefit, resulting in payroll taxes being paid by the employee.

## **510 Emergency Closings**

At times, emergencies such as severe weather, fires, power failures, or earthquakes, can disrupt county operations. In extreme cases, these circumstances may require the closing of the work facility. Bradley County is closed only when the County Mayor makes an official notification. In the event that such an emergency occurs during nonworking hours, local radio and TV stations will be asked to broadcast a closing notification.

When operations are officially closed due to emergency conditions, the time off from scheduled work will be paid. In cases where a closing is not authorized, employees who fail to report for work will not be paid for the time off. However, employees may request available paid leave time, such as vacation. Employees who work on a day when operations are officially closed will receive regular pay.

## **512 BUSINESS TRAVEL EXPENSES (Revised 9-8-2015)**

### **Bradley County Travel Policy**

#### **GENERAL REQUIREMENTS**

These travel regulations apply to all employees and elected officials.

It is the intent of this travel policy that employees and elected officials not suffer additional cost, nor achieve financial gain, as a result of necessary travel incurred to carry out their assigned job duties. Employees and elected officials shall be reimbursed for such expenses subject to the limitations set forth in this policy.

When traveling, employees and elected officials should be as conservative as possible. In the event an alternative means of travel is available or multiple prices exist for travel related costs, the lower cost should be selected. Employees and elected officials should always look for ways to perform their duties at the lowest possible cost to Bradley County.

While on official travel status, expenditures incurred for entertainment, laundry, theater, etc. are personal charges and will not be reimbursed. Travel expenses will not be reimbursed for employee's spouses, children, or other non-employees traveling with the employee or elected official.

Receipts are required for all items or fares unless otherwise noted in this policy.

Deliberate disregard of this policy while traveling or filing of an intentionally misleading or fraudulent travel claim is grounds for disciplinary action, including termination of employment.

### **CLAIMS REIMBURSEMENT**

Reimbursement claims for travel shall be made on a **Travel Expense & Reimbursement** form (see attached).

All travel claims shall be signed by the employee and by the employee's department head or elected official or his/her designee. Claims should be submitted at least monthly, and claims for reimbursement for out-of-county trips shall be submitted within ten (10) days of returning from the trip.

### **ADVANCE REQUEST**

Advance claims for travel shall be made on a **Request to Travel & Advance** form. Claims should be submitted at least fourteen (14) days in advance to your department head or elected official. Claims should be submitted to the Finance Director at least ten (10) days in advance. Employees and elected officials requesting travel advance shall receive payment no later than two (2) business days prior to departure.

1

### **OUT-OF-COUNTY TRAVEL**

All out-of-county travel must be approved by the department head or elected official using the **Request to Travel & Advance** form. Approval must be granted prior to making any travel arrangements, regardless of funding source. Each employee or elected official must submit a **Request to Travel & Advance** form. A reimbursement claim for out-of-county travel will not be processed without proper approval on this form.

### **PERSONAL VEHICLES**

Reimbursement for travel by personally-owned automobile in traveling on county business is allowed with the following restrictions:

- a) When travel by personal automobile is chosen over commercial transportation in order to save time or to reduce costs to the county, reimbursement shall be made based on the

- number of miles traveled from the employee's or elected official's location of employment to the destination of the travel location based on the MapQuest website.
- b) Vicinity miles, which include trips for entertainment, dining, etc., are not eligible for reimbursement.
  - c) The reimbursement rate is set at the current established State of Tennessee rate, which is currently 47 cents per mile for approved mileage.
  - d) Employees and elected officials attending the same conference, convention, workshop, meeting, etc. are encouraged to carpool when practical, in order to minimize the cost of travel to the county. When carpooling, only the employee or elected official driving the vehicle shall be allowed to claim reimbursement for mileage.
  - e) In the case of employees and elected officials using their personal vehicle for a trip that is cheaper by airline, mileage reimbursement will not be allowed not to exceed the cost of the lowest available round trip coach airfare.
  - f) Multiple trips taken during a day should be itemized on a separate line on the reimbursement request.

### AIR TRAVEL

When transportation by air is necessary:

- a) Fares will only be reimbursed for the lowest level economy ticket. Charges for any upgrades will not be reimbursed.
- b) Advantage of discount fares and advance booking should be taken whenever possible; however, every effort must be made to obtain the lowest fare possible. Employees and elected officials shall not deliberately patronize a single airline in order to accumulate frequent flyer miles if less expensive comparable tickets are available on another airline.
- c) Air travel shall be used when it is less expensive than other methods of travel.
- d) Proof of travel is required to be submitted in order to receive reimbursement. When making reservations directly through an on-line booking service, a print-out of the booking must accompany the employee's or elected officials expense claim.

### RENTAL VEHICLES

The use of rental vehicles is eligible for reimbursement under the following conditions:

- a) Rental vehicles should be used only when necessary, i.e. when other forms of transportation such as hotel shuttle or taxi service are not available or too expensive.
- b) Employees and elected officials should rent the most economical class size of vehicle for the number of employees traveling.
- c) Charges for vehicle rental and fuel receipts must be submitted with the claim for reimbursement.

## LODGING

Reimbursement for actual lodging expenses will be made subject to the following conditions:

- a) Lodging receipts are required and must itemize room charges and taxes by date. Lodging receipts must show the method of payment and must show that the bill was paid in full.
- b) Employees and elected officials should select modestly priced accommodations. If attending a conference, the conference rate for lodging at the location of the conference will be allowed.
- c) If a room is shared with another employee, the lodging cost may be claimed by the employee who incurred the cost; however, both travelers should note on his/her travel claim the other employee with whom the room was shared.
- d) Lodging taxes, including hotel/motel tax and sales tax, are reimbursable.

## OUT-OF-TOWN MEALS

Reimbursement or advancements for meals will be made subject to the following provisions:

- a) Reimbursements or advancements for meals are not allowed unless overnight travel is involved.
- b) Meals will be reimbursed or advanced at the rate of \$40 per day for all days in between the day of departure and the day of return: depart prior to 10am \$40; depart prior to 2pm \$32; depart after 2pm \$17. Meals will be reimbursed or advanced at the rate of \$8 for breakfast, \$15 for lunch, \$17 for dinner.
- c) No receipts are required to be submitted for meals if the **Request to Travel and Advance Form and Reimbursement Form** is completed.

## MISCELLANEOUS EXPENSES

- a) Registration fees for approved conferences, conventions, seminars or meetings will be allowed for reimbursement or advancement.
- b) Receipts are required for taxi fares, tolls, airport parking, and hotel parking; however, parking in a self-parking lot does not require a receipt unless the cost exceeds \$8.00 total.
- c) Any other incidental expense shall not be allowed.

## **514 Visitors in the Workplace**

To provide for the safety and security of employees and the facilities of Bradley County, only authorized visitors are allowed in the workplace. Restricting unauthorized visitors helps maintain safety standards, protects against theft, ensures security of equipment, protects confidential information, safeguards employee welfare, and avoids potential distractions and disturbances.

Authorized visitors will receive directions or be escorted to their destination. Employees are responsible for the conduct and safety of their visitors.

All visitors should limit the amount of time spent in the office in an attempt to maintain an efficient and safe work environment.

If an unauthorized individual is observed on Bradley County's premises, employees should immediately notify their supervisor.

## **516 Computer and E-mail Usage (Amended July 6, 2015)**

Computers, computer files, the e-mail system, electronic devices and software furnished to employees are Bradley County property intended for business use. Employees should not use a password, access a file, or retrieve any stored communication without authorization. To ensure compliance with this policy, computer and e-mail usage may be monitored.

Employees that are required to use e-mail system as part of their employment with Bradley County shall be assigned an email address upon request by the Department Head or Elected Official of the employee. Employees shall use an official government issued e-mail address for all business conducted on behalf of Bradley County. Personal e-mails shall not be used by employees for business related purposes.

The e-mail system is provided to certain employees who Bradley County deems to hold positions that require it. Employees should practice discretion in using the company e-mail system. Personal use of this system of communications should be minimal. Employees who abuse Bradley County's e-mail system may be subject to disciplinary action, up to and including termination of employment.

Employees and officials of Bradley County do not have any right to privacy in any e-mail that travels over Bradley County's e-mail system. All e-mail that travels over Bradley County's system is subject at any time to being examined by officials of Bradley County and their designees. In addition, correspondence of Bradley County employees and officials in the form of e-mail may be public record under the public records law and may be subject to public inspection.

Bradley County strives to maintain a workplace free of harassment and sensitive to the diversity of its employees. Therefore, Bradley County prohibits the use of computers or any other electronic device in ways that are disruptive, offensive, harassing or harmful to morale. The display or transmission of sexually explicit images, messages or cartoons is not allowed.

Computers, electronic devices and the e-mail system may not be used to solicit others for commercial ventures, outside organizations, or other non-business matters. Computers, electronic devices and e-mail system may not be used to further any business endeavors of the employees, which include any endeavor wherein the employee receives a financial benefit of any kind. Bradley County purchases and licenses the use of various computer software for business purposes and does not own the copyright to this software or its related documentation. Unless authorized by the software developer, Bradley County employees do not have the right to reproduce such software for use on more than one computer. Bradley County employees may only use software on local area networks or on multiple machines according to the software license agreement. Bradley County prohibits the illegal duplication of software and its related documentation.

Employees should notify their immediate supervisor, the Department Head, or Elected Official upon learning of violations of this policy. Employees who violate this policy will be subject to disciplinary action, up to and including termination of employment.

## **517 Internet Usage**

Internet access to global electronic information resources on the World Wide Web is provided by Bradley County to assist employees in obtaining work-related data and technology. The following guidelines have been established to help ensure responsible and productive Internet usage. While Internet usage is intended for job-related activities, incidental and occasional brief personal use is permitted within reasonable limits.

All Internet data that is composed, transmitted, or received via our computer communications systems is considered to be part of the official records of Bradley County and, as such, is subject to disclosure to law enforcement or other third parties. Consequently, employees should always ensure that the business information contained in Internet e-mail messages and other transmissions is accurate, appropriate, ethical, and lawful.

The equipment, services, and technology provided to access the Internet remain at all times the property of Bradley County. As such, Bradley County reserves the right to monitor Internet traffic, and retrieve and read any data composed, sent, or received through our online connections and stored in our computer systems.

Data that is composed, transmitted, accessed, or received via the Internet must not contain content that could be considered discriminatory, offensive, obscene, threatening, harassing, intimidating, or disruptive to any employee or other person. Examples of unacceptable content may include, but are not limited to, sexual comments or images, racial slurs, gender-specific comments, or any other comments or images that could reasonably offend someone on the basis of race, age, sex or religious beliefs, national origin, disability, or any other characteristic protected by law.

The unauthorized use, installation, copying, or distribution of copyrighted, trademarked, or patented material on the Internet is expressly prohibited. As a general rule, if an employee did not create material, does not own the rights to it, or has not gotten authorization for its use, it should not be on the Internet. Employees are also responsible for ensuring that the person sending any material over the Internet has the appropriate distribution rights.

Internet users should take the necessary anti-virus precautions before downloading or copying any file from the Internet. All downloaded files are to be checked for viruses; all compressed files are to be checked before and after decompression.

Abuse of the Internet access provided by Bradley County in violation of law or Bradley County policies will result in disciplinary action, up to and including termination of employment. Employees may also be held personally liable for any violations of this policy. The following are examples of (although not limited to) infractions of rules of conduct that may result in disciplinary action, up to and including termination of employment.

\* Sending or posting discriminatory, harassing, or threatening messages or images

\* Using the organization's time and resources for personal gain

- \* Stealing, using, or disclosing someone else's code or password without authorization
- \* Copying, pirating, or downloading software and electronic files without permission
- \* Sending or posting confidential material, trade secrets, or proprietary information outside of the organization
- \* Violating copyright law
- \* Failing to observe licensing agreements
- \* Engaging in unauthorized transactions that may incur a cost to the organization's image initiate unwanted Internet services and transmissions
- \* Sending or posting messages or material that could damage the organization's image or reputation
- \* Participating in the viewing or exchange of pornography or obscene materials
- \* Sending or posting messages that defame or slander other individuals
- \* Attempting to break into the computer system of another organization or person
- \* Refusing to cooperate with a security investigation
- \* Sending or posting chain letters, solicitations, or advertisements not related to business purposes or activities
- \* Using the Internet for political causes or activities, religious activities, or any sort of gambling
- \* Jeopardizing the security of the organization's electronic communications systems
- \* Sending or posting messages that disparage another organization's products or services
- \* Passing off personal views as representing those of the organization
- \* Sending anonymous e-mail messages
- \* Engaging in any other illegal activities

## **518 Workplace Monitoring**

Workplace monitoring may be conducted by Bradley County to ensure quality control, employee safety, security, and customer satisfaction.

Employees who regularly communicate with customers may have their telephone conversations monitored or recorded. Telephone monitoring is used to identify and correct performance problems through targeted training. Improved job performance enhances our public's image of Bradley County as well as their satisfaction with our services.

Computers furnished to employees are the property of Bradley County. As such, computer usage and files may be monitored or accessed.

Bradley County may conduct video surveillance of non-private workplace areas. Video monitoring is used to identify safety concerns, maintain quality control, detect theft and misconduct, and discourage or prevent acts of harassment and workplace violence.

Because Bradley County is sensitive to the legitimate privacy rights of employees, every effort will be made to guarantee that workplace monitoring is done in an ethical and respectful manner.

## **522 Workplace Violence Prevention**

Bradley County is committed to preventing workplace violence and to maintaining a safe work environment. Given the increasing violence in society in general, Bradley County has adopted

the following guidelines to deal with intimidation, harassment, or other threats of (or actual) violence that may occur during business hours or on its premises.

All employees, including supervisors and temporary employees, should be treated with courtesy and respect at all times. Employees are expected to refrain from fighting, "horseplay," or other conduct that may be dangerous to others. Firearms, weapons, and other dangerous or hazardous devices or substances are prohibited from the premises of Bradley County without proper authorization.

Conduct that threatens, intimidates, or coerces another employee, a customer, or a member of the public at any time, including off-duty periods, will not be tolerated. This prohibition includes all acts of harassment, including harassment that is based on an individual's sex, race, age, or any characteristic protected by federal, state, or local law.

All threats of (or actual) violence, both direct and indirect, should be reported as soon as possible to your immediate supervisor or any other member of management. This includes threats by employees, as well as threats by customers, vendors, solicitors, or other members of the public. When reporting a threat of violence, you should be as specific and detailed as possible.

All suspicious individuals or activities should also be reported as soon as possible to a supervisor. Do not place yourself in peril. If you see or hear a commotion or disturbance near your work station, do not try to intercede or see what is happening.

Bradley County will promptly and thoroughly investigate all reports of threats of (or actual) violence and of suspicious individuals or activities. The identity of the individual making a report will be protected as much as is practical. In order to maintain workplace safety and the integrity of its investigation, Bradley County may suspend employees, either with or without pay, pending investigation.

Anyone determined to be responsible for threats of (or actual) violence or other conduct that is in violation of these guidelines will be subject to prompt disciplinary action up to and including termination of employment.

## **601 Medical Leave**

Bradley County provides medical leaves of absence without pay to eligible employees who are temporarily unable to work due to a serious health condition or disability. Medical leaves are also granted to eligible employees to attend immediate family members who have a serious health condition or disability. Immediate family members are defined as a spouse, child, or parent.

For purpose of this policy, serious health conditions or disabilities include inpatient care in a hospital, hospice, or residential medical care facility; continuing treatment by a health care provider; and temporary disabilities associated with pregnancy, childbirth, and related medical conditions.

Employees in the following employment classifications are eligible to request medical leave as described in this policy:

\* Regular full-time employees

Eligible employees should make request for medical leave to their supervisors at least 30 days in advance of foreseeable events and as soon as possible for unforeseeable events. Eligible employees will be granted leave in accordance with the Family and Medical Leave Act of 1993.

A health care provider's statement must be submitted verifying the need for medical leave and its beginning and expected ending dates. Any changes in this information should be promptly reported to Bradley County. Employees returning from medical leave must submit a health care provider's verification of their fitness to return to work.

Eligible employees are normally granted leave for the period of the disability, up to a maximum of 12 weeks within any 12 month period. Any combination of medical leave and family leave may not exceed this maximum limit.

Employees who sustain work-related injuries are eligible for medical leave of absence for the period of disability in accordance with all applicable laws covering occupational disabilities.

Subject to the terms, conditions, and limitations of the applicable plans, health insurance benefits will continue to be provided by Bradley County. Deductions for voluntary health plans, as well as other deductions, must continue to be paid by the employee or these deductions will be discontinued.

Benefit accruals, such as vacation, sick leave, and holiday benefits, will not continue during the approved medical leave period.

So that an employee's return to work can be properly scheduled, an employee on medical leave is requested to provide Bradley County with at least two weeks advance notice of the date the employee intends to return to work. When a medical leave ends, the employee will be reinstated to the same position, if it is available, or to an equivalent position for which the employee is qualified.

If an employee fails to return to work on the agreed upon return date, Bradley County will assume that the employee has resigned.

## **603 Personal Leave**

Personal leave without pay is available to eligible employers who wish to take time off from work duties to fulfill personal obligations. Employees in the following employment classification(s) are eligible to use personal leave as described in this policy:

\* Regular full-time employees

Personal leave may be granted for a period of up to 30 calendar days every one year. If this initial period of absence proves insufficient, consideration will be given to a written request for a single extension of no more than 150 calendar days. Pending the supervisor's approval, employees may take any available sick leave or vacation leave prior to the effective date of the personal leave of absence.

Requests for personal leave will be evaluated based on a number of factors, including anticipated operational requirements and staffing considerations during the proposed period of absence.

Subject to the terms, conditions, limitations of the applicable plans, Bradley County will continue to provide health insurance benefits until the end of the month in which the personal leave begins. At that time, employees will become responsible for the full costs of their health insurance benefits. Bradley County will resume payment of the costs of these benefits when the employee returns to active employment.

Accruals of benefit calculations, such as vacation, sick leave, or holiday benefits, will be suspended during the leave and will resume upon return to active employment.

When personal leave ends, the employee will return to the same position or to a similar one for which he/she is qualified. If the previous position or a comparable one is not available, an effort will be made to offer another position that is available and suitable. Although every reasonable effort will be made to place an employee at the end of a personal leave, Bradley County cannot guarantee reinstatement in all cases.

If an employee fails to report to work at the expiration of the approved leave period, the employer will assume that the employee has resigned.

## **605 Military Leave**

A military leave of absence will be granted to employees, except those occupying temporary positions, to attend scheduled drills or training or if called to active duty with the U.S. armed services.

Employees will receive partial pay for two-week training assignments and shorter absences. Upon presentation of satisfactory military pay verification data, employees will be paid the difference between their normal base compensation and the pay (excluding expense pay) received while on military duty. The portion of any military leaves of absence in excess of two weeks will be unpaid. However, employees may use any available paid time off for the absence.

Subject to the terms, conditions and limitations of the applicable plans for which the employee is otherwise eligible, Bradley County will continue to provide health insurance benefits until the end of the month in which the military leave begins. At that time, employees who want to continue their coverage will become responsible for the full costs of such benefits. Bradley County will resume payment of these costs when the employee returns to active employment.

The accrual of benefits such as vacation, holidays, or sick leave will be suspended during the leave and will resume upon the employee's return to active employment.

Employees on two-week active duty training assignments or inactive duty training drills are required to return to work for the first regularly scheduled shift after the end of the training, allowing reasonable travel time. Employees on longer military leave must apply for re-employment in accordance with all applicable state and federal laws.

Every reasonable effort will be made to return eligible employees to their previous position or a comparable one. They will be treated as though they were continuously employed for purposes of determining benefits based on length of service, such as the rate of vacation accrual and job seniority rights.

## **607 Maternity-Related Absences**

Bradley County will not discriminate against any employee who request an excused absence for medical disabilities associated with pregnancy. Such leave request will be made and evaluated in accordance with the medical leave policy provisions outlined in this handbook and in accordance with all applicable federal and state laws.

Requests for time off associated with pregnancy and/or childbirth (apart from medical disabilities associated with these conditions) will be considered in the same manner as any other request for an unpaid personal leave, in accordance with the Family and Medical Leave Act of 1993.

## **701 Employee Conduct and Work Rules (Amended July 6, 2015)**

To ensure orderly operations and provide the best possible work environment, Bradley County expects employees to follow rules of conduct that will protect the interests and safety of all employees and the organization.

It is not possible to list all the forms of behavior that are considered unacceptable in the workplace. The following are examples of (although not limited to) infractions of rules of conduct that may result in disciplinary action, up to and including termination of employment

- Theft or inappropriate removal or possession of property
- Falsification of any timekeeping records or repeated failure to record time appropriately
- Working under the influence of alcohol or illegal drugs
- Possession, distribution, sale, transfer, or use of alcohol or illegal drugs in the workplace, while on duty, or while operation employer-owned vehicles or equipment
- Refusal to submit a blood or urine sample in accordance with the country's drug testing policy upon reasonable cause
- Behavior or attitude which affects the efficiency or effectiveness of the agency
- Gambling on county property, time, or equipment
- Smoking in prohibited areas, or on county property except in designated areas
- Use of excessively profane, abusive or inflammatory language toward another employee
- Tampering with, posting, or removing notices from bulletin boards contrary to county policy
- Deliberately restricting work efficiency or soliciting and encouraging co-workers to do so
- Refusal to permit inspection of lunch boxes, purses, coats, bags, or boxes upon reasonable cause
- Falsification of employment application or misrepresentation of facts in obtaining employment
- Failure to report a suspected work related injury within 24 hours, or as soon as possible, or failure to cooperate in the investigation of the same
- Fighting or threatening violence in the workplace

- Boisterous or disruptive activity in the workplace
- Participation in or involvement with (other than as a victim) a serious crime, on or off duty, without regard to whether or not the employee's conduct results in criminal conviction
- Negligence or improper conduct leading to injury or damage of county-owned or custom-owned property
- Insubordination or other disrespectful conduct
- Violation of safety and health rules
- Smoking in prohibited areas
- Sexual or other unlawful and unwelcome harassment
- Possession of dangerous and unauthorized materials in the workplace, such as explosives or firearms, in the workplace
- Excessive absenteeism or any absence without notice
- Unauthorized use of absence from the work station during the workplace
- Sleeping on the job or gross inattention to duties
- Walking off the job or leaving the facility without notifying your supervisor
- Unauthorized use of telephones, mail system, employer owned equipment, crests, seals, insignias, letterhead, badges, or uniforms
- Unauthorized disclosure of business "secrets" or other confidential information
- Violation of personnel policies
- Unsatisfactory performance or conduct

The approval of the Department Head or his or her designee must be obtained prior to terminating the employment of any Bradley County employee

Employment with Bradley County is at the mutual consent of Bradley County and the employee, and either party may terminate that relationship at any time, with or without cause, and with or without advance notice.

As an "at will" employer, Bradley County is not required to give causes of disciplinary action either in these policies nor at the time of the adverse personnel action, nor is Bradley County required to dismiss only for so-called "just cause." On the other hand, Bradley County officials feel that effective communications can enhance the efficiency and morale of the organization. Therefore, the preceding list of possible reasons for disciplinary actions is intended to communicate to the employee several general reasons that are universally accepted as causes in exhaustive. Bradley County may discipline for any combination or reasons, for reasons not listed or for non-communicated reasons at any time as long as the employee's constitutional protected liberty interests are not violated.

## **702 Drug and Alcohol Use**

It is Bradley County's desire to provide a drug-free, healthful, and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in satisfactory manner.

While on Bradley County premises and while conducting business-related activities off Bradley County premises, no employee may use, possess, distribute, sell or be under the influence of alcohol or illegal drugs. The legal use of prescribed drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger other individuals in the workplace.

Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences.

To inform employees about important provisions of this policy, Bradley County has established a drug-free awareness program. The program provides information on the dangers and effects of substance abuse in the workplace, resources available to employees, and consequences for violations of this policy.

Employees with drug or alcohol problems that have not resulted in, and are not the immediate subject of, disciplinary action may request approval to take unpaid time off to participate in a rehabilitation or treatment program. Leave may be granted if the employee agrees to abstain from use of the problem substance; abides by all Bradley County policies, rules, and prohibitions relating to conduct in the workplace; and if granting the leave will not cause Bradley County any undue hardship.

Under the Drug-Free Workplace Act, an employee who performs work for a government contract or grant must notify Bradley County of a criminal conviction for drug-related activity occurring in the workplace. The report must be made within five days of the conviction.

Employees with questions on this policy or issues related to drug or alcohol use in the workplace should raise their concerns with their supervisor or the Human Resources Department without fear of reprisal.

## **703 Sexual and Other Unlawful Harassment**

### **HARASSMENT**

It is the policy of Bradley County to provide a safe and secure work environment in which all individuals are treated with respect and dignity. The County will not tolerate harassment in the workplace based on sex, age, race, mental or physical disabilities, sexual orientation, national origin, religious or political beliefs, or any other protected group.

Bradley County Government is committed to maintaining a work environment that is free of discrimination. In keeping with this commitment, we will not tolerate harassment of County employees by anyone, including any supervisor/manager, elected official, co-worker, vendor, consultant, or visitor of this government entity.

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status, such as gender, color, race, ancestry, religion, national origin, age, disability, sexual orientation or other protected group status. Bradley County Government will not tolerate harassing conduct that affects tangible job benefits, that interferes unreasonably with

an individual's work performance, or that creates an intimidating, hostile, or offensive working environment.

## **Sexual Harassment**

Sexual harassment is a form of gender discrimination that violates Title VII of the Civil Rights Act of 1964. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment..

Sexual harassment is a form of misconduct which undermines the integrity of the employment relationship. No employee, female or male, should be subjected to unsolicited and unwelcome sexual overtures or conduct either verbal or physical. Sexual harassment does not refer to behavior or occasional compliments of a socially acceptable nature. It refers to unwelcome sexual advances, requests for sexual favors, and other physical or verbal conduct based on gender constitutes sexual harassment when: (1) submission to the conduct is an explicit or implicit term or condition of employment, (2) submission to or rejection of the conduct is used as the basis for an employment decision, or (3) the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Examples of sexual harassment include, but is not limited to, explicit sexual propositions, sexual innuendo or suggestive comments, sexually oriented jokes or teasing, foul or obscene language or gestures of a sexual nature, display of foul or obscene printed or visual material of a sexual nature, and unwelcome physical contact such as patting, pinching, or brushing against another's body.

In addition, no one should imply or threaten that an applicant's or employee's "cooperation" of a sexual nature (or refusal thereof) will have any impact on the individual's employment, assignment, compensation, advancement, career development, or any other condition of employment. Bradley County Government forbids retaliation against anyone for reporting harassment, assisting in making a harassment complaint, or cooperating in a harassment investigation.

**While welcome and consensual sexual advances or conduct may not rise to the level of sexual harassment, all sexual advances and conduct should be avoided at work.**

## **Sexual Harassment Illustrations**

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim as well as the harasser may be a woman or a man
- The victim does not have to be of the opposite sex.

- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
- The harasser's conduct must be unwelcome.

The following is a list of examples of what can be considered sexual harassment:

- Physical sexual harassment includes unwelcome sexual advances, propositions or demands for sexual favors. It also includes unwelcome physical touching (like pinching, patting, or intentional brushing against another person's body).
- Sexual harassment includes verbal harassment, such as offensive and unwelcome sexually oriented or gender-abusive speech or conduct. No one (co-workers, supervisor/managers, elected official or guests) is allowed to verbally harass another person in the workplace.
- Examples of conduct prohibited by the sexual harassment policy include sexually suggestive comments, such as sexually offensive jokes, materials (whether written or electronic), tricks, and nonverbal sexual messages, such as suggestive looks or gestures.
- Another prohibited kind of sexual harassment is when a member of management such as a supervisor, Department Head or Elected Official makes (or threatens to make) job-related decisions based on an employee's submission to sexually harassing conduct. Such threats could be either direct or implied.
- Sometimes harassment, especially verbal harassment, happens unintentionally. This can happen when people are not communicating well with each other. For example, one person may misunderstand a comment, and the other may not realize that their comment is offensive or unwelcome. However, even if unintentional, it is still sexual harassment if the comments are of a sexual nature and offensive and unwelcome.

## **Other Harassment**

Bradley County Government will neither tolerate nor condone any speech or conduct that is intended to, or has the effect of abusing or harassing any employee because of his/her race, age, ethnic origin, sexual orientation, gender, disability, religious beliefs, or classification. Any form of on-the-job harassment by a supervisor, Department Head, Elected Official, co-worker, guest or vendor is strictly prohibited. Examples of such conduct include, but are not limited to, vulgar or abusive language, epithets or slurs, threats, intimidations, or hostile acts, written, electronic or graphic materials that denigrate, show hostility, or show aversion toward an individual or group, which are placed on walls, bulletin boards, or anywhere on County property or are circulated in the workplace.

Bradley County Government also prohibits harassment of our employees in the workplace or on the job, by individuals who are not employees, but with whom you must work in order to do your job. This includes vendors, repairpersons, and sometimes even guests. Of course, Bradley County Government has limited ability to control these individuals in many cases, but the County pledges to take action to stop such harassment. These situations should be reported immediately.

## **Reporting:**

All employees are responsible to help assure that harassment is avoided in the workplace. If you feel that you have experienced or witnessed harassment, you are to immediately report the harassment through the following procedures:

1. The incident should be discussed informally between you and your immediate supervisor (should the immediate supervisor be a party to this complaint, then the next line of supervision will be utilized). If the complaint includes these people, or if you just do not feel comfortable telling your supervisor, Department Head or Elected Official then you should speak directly with Human Resources. If reported to your supervisor (or next line of supervision), your supervisor will then contact Human Resources to conduct an investigation and determine the validity of the charges.
2. Within five working days of completing the investigation, you will receive a written response regarding your complaint from Human Resources. All harassment complaints will be investigated in a prompt and thorough manner.
3. You may be asked to make your complaint in writing to assist with any investigation. The person or persons who investigate your complaint will attempt to limit the disclosure of your complaint to the person(s) involved with it and those who must participate in the complaint's investigation and resolution. Your complaint should include details of the incident(s), names of the individuals involved, names of any witnesses, and all other information that may support your complaint. You also may be interviewed as part of the investigation.

## **Investigation**

Bradley County's policy is to investigate all harassment complaints thoroughly and promptly. To the fullest extent possible under the law, Bradley County will keep complaints, investigative records, and the result of the investigation confidential. If an investigation confirms that harassment has occurred, Bradley County Government will take corrective action, including appropriate discipline, up to and including termination.

Bradley County will never punish you in any way for making a complaint of unlawful harassment or for your participation in an investigation. We will not tolerate any retaliation by management, employees, or co-workers. All employees are required to fully cooperate in the investigation of a complaint. An employee who does not cooperate, or who is dishonest about a complaint, will be appropriately disciplined, up to and including termination.

## **704 Attendance and Punctuality**

To maintain a safe and productive work environment, Bradley County expects employees to be reliable and to be punctual in reporting for scheduled work. Absenteeism and tardiness place a burden on other employees and on Bradley County. In the rare instances when employees cannot avoid being late to work or are unable to work as scheduled, they should notify their supervisor as soon as possible in advance of the anticipated tardiness or absence.

Poor attendance and excessive tardiness are disruptive. Either may lead to disciplinary action, up to and including termination of employment.

## **705 Personal Appearance**

Each elected official determines the policy for personal appearance to be followed for his/her department. However, in the absence of a specific departmental policy the following policy will apply. (Each elected official shall notify their employees if they have adopted a departmental policy that differs.)

Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the business image Bradley County presents to customers and visitors.

During business hours or when representing Bradley County, you are expected to present a clean, neat, and tasteful appearance. You should dress and groom yourself according to the requirements of your position and accepted social standards. This is particularly true if your job involves dealing with customers or visitors in person.

Your supervisor or Department Head is responsible for establishing a reasonable dress code appropriate to the job you perform. If your supervisor feels your personal appearance is inappropriate, you may be asked to leave the workplace until you are properly dressed or groomed. Under such circumstances, you will not be compensated for the time away from work. Consult your supervisor if you have questions as to what constitutes appropriate appearance. Where it is necessary, reasonable accommodation may be made to a person with a disability.

Without unduly restricting individual tastes, the following personal appearance guidelines should be followed:

- \* Canvas or athletic type shoes are not appropriate professional attire.
- \* Tank Tops, tube or halter tops, or shorts may not be worn under any circumstances.
- \* Mustaches and beards must be clean, well trimmed, and neat.
- \* Hairstyles are expected to be in good taste.
- \* Unnaturally colored hair and extreme hairstyles, such as spiked hair, do not present an appropriate professional appearance.
- \* Excessive makeup is not permitted.
- \* Offensive body odor and poor personal hygiene is not professionally acceptable.
- \* Facial jewelry, such as eyebrow rings, nose rings, lip rings, and tongue studs, is not professionally appropriate and must not be worn during business hours.
- \* Torso body piercing with visible jewelry or jewelry that can be seen through or under clothing must not be worn during business hours.
- \* Visible excessive tattoos and similar body art must be covered during business hours.

## **706 Return of Property**

Employees are responsible for all Bradley County property, materials, or written information issued to them or in their possession or control. Employees must return all Bradley County property immediately upon request or upon termination of employment. Where permitted by applicable laws, Bradley County may withhold from the employee's check or final paycheck the cost of any items that are not returned when required. Bradley County may also take all action deemed appropriate to recover or protect its property.

## **708 Resignation**

Resignation is a voluntary act initiated by the employee to terminate employment with Bradley County. Although advance notice is not required, Bradley County requests at least 2 weeks' written resignation notice from nonexempt employees and 4 weeks' notice from exempt employees.

Prior to an employee's departure, an exit interview will be scheduled to discuss the reasons for resignation and the effect of the resignation on benefits.

## **710 Security Inspections**

Bradley County wishes to maintain a work environment that is free of illegal drugs, alcohol, firearms, explosives, or other improper materials, with the exception of firearms when required as part of an employment position. To this end, Bradley County prohibits the possession, transfer, sales, or use of such materials on its premises. Bradley County requires the cooperation of all employees in administering this policy.

Desks, lockers, and other storage devices may be provided for the convenience of the employee but they remain the sole property of Bradley County. Accordingly, they, as well as any articles found within them, can be inspected by any agent or representative of Bradley County at any time, either with or without prior notice.

Bradley County likewise wishes to discourage theft or unauthorized possession of the property of employees, Bradley County, visitors, and customers. To facilitate enforcement of this policy, Bradley County or its representative may inspect not only desks and lockers but also person entering and/or leaving the premises and any packages or other belongings. Any employee who wishes to avoid inspection of any articles or materials should not bring such items onto Bradley County's premises.

## **714 Drug Testing**

Bradley County is committed to providing a safe, efficient, and productive work environment for all employees. Using or being under the influence of drugs or alcohol on the job may pose serious safety and health risks. To help ensure a safe and healthful working environment, job applicants and employees may be asked to provide body substance samples (such as urine and /or

blood) to determine the illicit or illegal use of drugs and alcohol. Refusal to submit to drug testing may result in disciplinary action, up to and including termination of employment.

The following is Bradley County's drug testing policy.

Bradley County is committed to providing a safe work environment and to fostering the well-being and health of its employees. That commitment is jeopardized when any Bradley County employee illegally uses drugs on or off the job, comes to work under the influence, possesses, distributes or sells drugs in the workplace, or abuses alcohol on the job. Therefore, Bradley County has established the following policy, pursuant to T.C.A. Section 50-9-100 et. seq.:

- 1) It is a violation of county policy for any employee to use, possesses, sell, trade, offer to sale, or offer to buy illegal drugs or otherwise engage in the illegal use of drugs on or off the job.
- 2) It is a violation of county policy for any employee to report to work under the influence of or while possessing in his or her body, blood or urine, illegal drugs in any detectable amount.
- 3) It is a violation of county policy for any employee to report to work under the influence of or impaired by alcohol.
- 4) It is a violation of county policy for any employee to use prescription drugs illegally, i.e., to use prescription drugs that have not been legally obtained or in a manner or for a purpose other than as prescribed. However, nothing in this policy precludes the appropriate use of legally prescribed medications.
- 5) Violations of this policy are subject to disciplinary action up to and including termination.

It is the responsibility of Bradley County's supervisors to counsel employees whenever they see changes in performance or behavior that suggest an employee has a drug problem. Although it is not the supervisor's job to diagnose personal problems, the supervisor should encourage such employees to seek help and advise them about available resources for getting help. Everyone shares responsibility for maintaining a safe work environment, and co-workers should encourage anyone who has a drug problem to seek help.

The goal of this policy is to balance our respect for individuals with the need to maintain a safe, productive and drug-free environment. The intent of this policy is to offer a helping hand to those who need it, while sending a clear message that the illegal use of drugs and the abuse of alcohol are incompatible with employment with Bradley County.

As a condition of employment, employees must abide by the terms of this policy and must notify Bradley County in writing of any conviction of a violation of a criminal drug statute occurring in the workplace not later than five calendar days after such conviction.

Bradley County offers resource information on various means of employee assistance in our community, including but not limited to drug and alcohol abuse programs. Employees are encouraged to use this resource file, which is located in the Human Resources Department. In addition, we will distribute this information to employees for their confidential use.

#### **General Procedures**

Any employee reporting to work visibly impaired will be deemed unable to perform required duties and will not be allowed to work. If possible the employee's supervisor will first seek another supervisor's opinion to confirm the employee's status. Next, the supervisor will consult privately with the employee to determine the cause of the observation, including whether substance abuse has occurred. If, in the opinion of the supervisor, the employee is considered impaired, the employee will be sent home or to a medical facility by taxi or other safe transportation alternative-depending on the determination of the observed impairment- and accompanied by the supervisor to another employee if necessary. A drug or alcohol test may be in order. An impaired employee will not be allowed to drive.

### **Opportunity to Contest or Explain Test Results**

Employees and job applicants who have a positive confirmed drug or alcohol test result may explain or contest the result to the medical review officer within five (5) working days after receiving written notification of the test result from the medical review officer. If an employee's or job applicant' explanation or challenge is unsatisfactory to the medical review office, the medical review office shall report a positive test result back to the county. A person may contest the drug test result pursuant to rules adopted by the Tennessee Department of Labor and Workforce Development.

### **Confidentiality**

The confidentiality of any information received by the employer through a substance abuse testing program shall be maintained, except as otherwise provided by law.

### **Job Applicant Drug Testing**

All job applicants of Bradley County will undergo testing for substance abuse as a condition of employment. Any applicant with a confirmed positive test result will be denied employment.

Applicants will be required to submit voluntarily to a urinalysis test at a laboratory chosen by Bradley County and by signing a consent agreement will release Bradley County from liability.

If the physician, official or lab personnel have reasonable suspicion to believe that the job-applicant has tampered with the specimen, the applicant will not be considered for employment.

Bradley County will not discriminate against applicants for employment because of a past history of drug or alcohol abuse. It is the current illegal use of drugs and/or abuse of alcohol, preventing employees from performing their jobs properly, that Bradley County will not tolerate.

### **Employee Drug Testing**

Bradley County has adopted testing practices to identify employees who illegally use drugs on or off the job or who abuse alcohol on the job. It shall be a condition of employment for all employees to submit to substance abuse testing under the following circumstances:

1. When there is reasonable suspicion to believe that an employee is illegally using drugs or abusing alcohol. "Reasonable suspicion" is based on a belief that an employee is using or has drugs or alcohol in violation of Bradley

County's policy drawn from specific objective and articulated facts and reasonable inferences drawn from those facts in light of experience. Among other things, such facts and inferences may be based upon, but not limited to, the following:

- a) Observable phenomena while at work such as direct observation of substance abuse or of the physical symptoms or manifestations of being impaired due to substance abuse.
  - b) Abnormal conduct or erratic behavior while at work or a significant deterioration in work performance.
  - c) A report of substance abuse provided by a reliable and credible source.
  - d) Evidence that an individual has tampered with any substance abuse test during his or her employment with Bradley County.
  - e) Information that an employee has caused or contributed to an accident while at work.
  - f) Evidence that an employee has used, possessed, sold, solicited or transferred drugs while working or while on Bradley County's premises or while operating Bradley County's vehicles, machinery or equipment.
2. When Employees have caused or contributed to an on-the-job injury that resulted in a loss of work-time, which means any period of time during which an employee stops performing the normal duties of employment and leaves the place of employment to seek care from a licensed medical provider. Bradley County may send employees for a substance abuse test if they are involved in on-the-job accidents where personal injury or damage to county property occurs.
  3. As part of a follow-up program to treatment for drug abuse.
  4. Routine fitness-for duty or alcohol testing. A covered employer must require an employee to submit to a drug or alcohol test if the test is conducted as part of a routinely scheduled employee fitness-for-duty medical examination where the examinations are required by law, regulation, are part of the covered employer's established policy or one that is scheduled routinely for all members of an employment classification group,
  5. Random drug testing. Unannounced, random drug testing will be performed at any time on two or more safety-sensitive employees chosen by Bradley County's contracted drug testing service. Computerized scientific random tables will be utilized to make such selections.

### **Alcohol Testing**

The consumption or possession of alcoholic beverages on Bradley County's premises is prohibited. An employee whose normal faculties are impaired due to alcoholic beverages, or whose blood alcohol level tests .08% by weight for non-safety sensitive positions, or .02% for safety sensitive positions, while on duty/county business shall be guilty of misconduct and shall be subject to discipline up to and including termination.

### **Refusal to Submit**

Failure to submit to a required substance abuse test also is misconduct and also shall be subject to discipline up to and including termination.

### **Important Information for Job Applicants and Employees**

When an employee or job applicant submits to a drug and/or alcohol test, they will be given a form by the specimen collector that contains a list of common medications and substances which may alter or affect the outcome of a drug or alcohol test. This form will also have a space for the donor to provide any information that he/she considers relevant to the test, including the identification of currently or recently used prescription or non-prescription medication or other relevant information. This job applicant or employee should keep the information form for their personal use. If the job applicant or employee has a positive confirmed test result, a medical review officer will attempt to contact the individual in order to privately discuss the findings with that person. The job applicant or employee should keep the form as a "reminder" to discuss this information at that time. The medical review officer will take this information into account when interpreting any positive confirmed test results. The information provided shall be treated as confidential and will not be given to the employer. Employees and job applicants have the right to consult with a medical review office for technical information regarding prescription and non-prescription medicine.

It is the responsibility of every employee or job applicant to notify the testing laboratory of any administrative or civil action brought pursuant to T.C.A. Section 50-9-100 et. seq., Drug-Free Workplace Programs.

The provisions of this policy are subject to any applicable collective bargaining agreement or contract and include the right of appeal to the applicable court.

### **Substance abuse testing for job applicants and employees will include a urinalysis screen for the following drugs:**

#### Alcohol:

Any "Alcoholic Beverage", all liquid medications containing ethyl alcohol (ethanol). Please read the label for content. For example: Vicks Nyquil TM is 25% (50 Proof) ethyl alcohol, Comtrex TM is 30% (40 Proof), Contac Severe Cold Formula Night Strength TM is 25% (50 Proof) and Listerine TM is 26.9% (54 Proof).

Amphetamines: "speed", "uppers", etc.

Cannabinoids: THC, marijuana, hashish, "pot", "grass", "hash", etc.

Cocaine: "coke", "crack", etc.

Phencyclidine: PCP, "angel dust".

Opiates: Narcotics, Heroin, Codeine, Morphine, "smack, dope, etc..."

Questions concerning this policy or its administration should be directed to the Department Head or the Human Resources Department. Some positions may require periodic drug tests as part of

employment in order to comply with certain laws or guidelines. Applicable employees will be informed of these requirements.

## **716 Progressive Discipline**

The purpose of this policy is to state Bradley County's position on administering equitable and consistent discipline for unsatisfactory conduct in the workplace. The best disciplinary measure is the one that does not have to be enforced and comes from good leadership and fair supervision at all employment levels.

Bradley County's own best interest lies in ensuring fair treatment of all employees and in making certain that disciplinary actions are prompt, uniform, and impartial. The major purpose of any disciplinary action is to correct the problem, prevent recurrence, and prepare the employee for satisfactory service in the future.

Although employment with Bradley County is based on mutual consent and both the employee and Bradley County have the right to terminate employment at will, with or without cause or advance notice, Bradley County may use progressive discipline at its discretion.

Disciplinary action may call for any of four steps—verbal warning, written warning, suspension with or without pay, or termination of employment—depending on the severity of the problem and the number of occurrences. There may be circumstances when one or more steps are bypassed.

Progressive discipline means that, with respect to most disciplinary problems, these steps will normally be followed: a first offense may call for a verbal warning; a next offense may be followed by a written warning; another offense may lead to a suspension; and, still another offense may then lead to termination of employment. If more than 12 months have passed since the last disciplinary action, the process will normally start over.

Bradley County recognizes that there are certain types of employee problems that are serious enough to justify either a suspension, or, in extreme situations, terminating of employment, without going through the usual progressive discipline steps.

While it is impossible to list every type of behavior that may be deemed a serious offense, the Employee Conduct and Work Rules policy includes examples of problems that may result in immediate suspension or terminating of employment. However, the problems listed are not all necessarily serious offenses, but may be examples of unsatisfactory conduct that will trigger progressive discipline.

By using progressive discipline, we hope that most employee problems can be corrected at an early stage, benefiting both the employee and Bradley County.

## **722 Workplace Etiquette**

Bradley County strives to maintain a positive work environment where employees treat each other with respect and courtesy. Sometimes issues arise when employees are unaware that their behavior in the workplace may be disruptive or annoying to others. Many of these day-to-day issues can be addressed by politely talking with a co-worker to bring the perceived problem to his

or her attention. In most cases, common sense will dictate an appropriate resolution. Bradley County encourages all employees to keep an open mind and graciously accept constructive feedback or a request to change behavior that may be affecting another employee's ability to concentrate and be productive.

The following workplace etiquette guidelines are not necessarily intended to be hard and fast work rules with disciplinary consequences. They are simply suggestions for appropriate workplace behavior to help everyone be more conscientious and considerate of co-workers and the work environment. Please contact the Department Head if you have comments, concerns, or suggestions regarding these workplace etiquette guidelines.

- \* Keep the area around the copy machine and printers orderly and picked up.
- \* Avoid public accusations or criticisms of other employees. Address such issues privately with those involved or your supervisor.
- \* Try to minimize unscheduled interruptions of other employees while they are working.
- \* Be conscious of how your voice travels, and try to lower the volume of your voice when talking on the phone or to others in open areas.
- \* Keep socializing to a minimum, and try to conduct conversations in areas where the noise will not be distracting to others.
- \* Refrain from using inappropriate language (swearing) that others may overhear.
- \* Avoid discussions of your personal life/issues in public conversations that can be easily overheard.
- \* Monitor the volume when listening to music, voice mail, or a speakerphone that others can hear.
- \* Clean up after yourself and do not leave behind waste or discarded papers.

## **800 Life-Threatening Illnesses in the Workplace**

Employees with life-threatening illnesses, such as cancer, heart disease, and AIDS, often wish to continue their normal pursuits, including work, to the extent allowed by their condition. Bradley County supports these endeavors as long as employees are able to meet acceptable performance standards. As in the case of other disabilities, Bradley County will make reasonable accommodations in accordance with all legal requirements, to allow qualified employees with life-threatening illnesses to perform the essential functions of their jobs.

Medical information on individual employees is treated confidentially. Bradley County will take reasonable precautions to protect such information from inappropriate disclosure. Managers and other employees have a responsibility to respect and maintain the confidentiality of employee medical information. Anyone inappropriately disclosing such information is subject to disciplinary action, up to and including termination of employment.

Employees with questions or concerns about life-threatening illnesses are encouraged to contact the Human Resources Department for information and referral to appropriate services and resources.

## **906 Job Abandonment**

Employees who are absent from work for three (3) or more consecutive days without having received leave or without having called in to report the absence will be considered as having voluntarily abandoned their jobs. The separation will not be in good standing and may affect the opportunities for re-employment.

**BRADLEY COUNTY GOVERNMENT  
PERSONNEL POLICY AND PROCEDURE**

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**SUBJECT: TITLE VI POLICY**

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**BRADLEY COUNTY GOVERNMENT TITLE VI POLICY**

No person shall, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

This policy applies to all activities of any department of Bradley County Government.

The Human Resource Director has been designated by the County Mayor to serve as the Title VI Coordinator whose primary responsibility is to facilitate Title VI matters.

The Title VI Coordinator will maintain permanent records, submit required Title VI reports and complete all Title VI self-surveys.

Title VI information posters including the name of the Title VI Coordinator and contact information, shall be prominently and publicly displayed in each county building.

Title VI information shall be disseminated to county employees at least once per year via payroll stuffers. This brochure of information reminds the employees of the county's policy statement, and of their Title VI responsibilities in their daily work and duties.

During new employee orientation, new employees shall be informed of the provisions of Title VI and the county's expectations to perform their duties accordingly.

Title VI information shall be disseminated to citizens at least once per year by public service announcement through the newspaper, internet website or local broadcast media.

Whenever possible, Bradley County will take positive and specific actions to advise minorities of program availability by using such means of communication as newspaper, public area postings and local cable broadcast.

All subcontractors and vendors who receive payments from Bradley County Government where funding originates from any federal assistance received by the involved department are subject to the provisions of Title VI of the Civil Rights Act of 1964 as amended.

Written contracts shall contain non-discrimination language, either directly or through the bid specification package which becomes an associated component of the contract.

County facilities (such as restrooms, roads, park facilities, etc.) which are accessible to citizens shall be accessible without regard to race, color, or national origin.

County employees shall be encouraged to use courtesy titles (i.e. Mr., Mrs., or Miss) to address citizens without regard to race, color or national origin.

<b>TERMS</b>	<b>POLICY</b>
ABSENTEEISM	
See Attendance and Punctuality	<u>704</u>
ACCESS TO PERSONNEL FILES	<u>202</u>
ACKNOWLEDGEMENT FORM	
See Employee Acknowledgement form	<u>051</u>
ADA	
See Disability Accommodation	<u>114</u>
See Equal Employment Opportunity	<u>103</u>
ADMINISTRATIVE PAY CORRECTIONS	<u>409</u>
AFFIRMATIVE ACTION	
See Equal Employment Opportunity	<u>103</u>
AIDS	
See Life-Threatening Illnesses in the Workplace	<u>800</u>
ALCOHOL ABUSE	
See Drug and Alcohol Use	<u>702</u>
APPEARANCE	
See Personal Appearance	<u>705</u>
APPLICATIONS FOR EMPLOYMENT	
See Employment Applications	<u>208</u>
ATTENDANCE AND PUNCTUALITY	<u>704</u>
BEHAVIOR GUIDELINES	
See Workplace Etiquette	<u>722</u>
BENEFITS CONTINUATION (COBRA)	<u>313</u>
BENEFITS	
See Employee Benefits	<u>301</u>
BEREAVEMENT LEAVE	<u>309</u>
BUSINESS ETHICS AND CONDUCT	<u>104</u>
BUSINESS TRAVEL EXPENSES	<u>512</u>
CANCER	
See Life-Threatening Illnesses in the Workplace	<u>800</u>
CO-WORKER COURTESY	
See Workplace Etiquette	<u>722</u>
COBRA	
See Benefits Continuation (COBRA)	<u>313</u>
COMPANY PROPERTY	
See Return of Property	<u>706</u>
See Use of Phone and Mail Systems	<u>504</u>
COMPUTER AND E-MAIL USAGE	<u>516</u>
COMPUTERS	
See Computer and E-mail Usage	<u>516</u>
CONDUCT	
See Business Ethics and Conduct	<u>104</u>
CONFLICTS OF INTEREST	<u>108</u>
CONTINUATION OF BENEFITS	
See Benefits Continuation (COBRA)	<u>313</u>
COPYRIGHT LAW	
See Computer and E-mail Usage	<u>516</u>
CORRECTIVE ACTIONS	
See Progressive Discipline	<u>716</u>

COURT APPEARANCE		
	See Jury Duty	<u>311</u>
	See Witness Duty	<u>312</u>
COURTESY		
	See Workplace Etiquette	<u>722</u>
CREDIT REPORTS		
	See Employment Applications	<u>208</u>
CUMULATIVE TRAUMA DISORDERS		
	See Ergonomics	<u>524</u>
CUSTOMER RELATIONS		<u>060</u>
DEDUCTIONS FROM PAY		
	See Pay Deductions	<u>410</u>
DESK INSPECTIONS		
	See Security Inspections	<u>710</u>
DISABILITY ACCOMMODATION		<u>114</u>
DISHCHARGE OF EMPLOYEE		
	See Employment Termination	<u>405</u>
DISCIPLINARY PROCEDURES		
	See Progressive Discipline	<u>716</u>
DISCIPLINE		
	See Progressive Discipline	<u>716</u>
DISCRIMINATION		
	See Equal Employment Opportunity	<u>103</u>
	See Sexual and Other Unlawful Harassment	<u>703</u>
DISEASES		
	See Life-Threatening Illnesses in the Workplace	<u>800</u>
DRESS CODE		
	See Personal Appearance	<u>705</u>
DRUG AND ALCOHOL USE		<u>702</u>
DRUG TESTING		<u>714</u>
E-MAIL		
	See Computer and E-mail Usage	<u>516</u>
EEO		
	See Equal Employment Opportunity	<u>103</u>
ELECTRONIC COMMUNICATIONS		
	See Internet Usage	<u>517</u>
EMERGENCY CLOSINGS		<u>510</u>
EMPLOYEE ACKNOWLEDGEMENT FORM		<u>051</u>
EMPLOYEE BENEFITS		<u>301</u>
EMPLOYEE CONDUCT AND WORK RULES		<u>701</u>
EMPLOYEES FILES		
	See Access to Personnel Files	<u>202</u>
EMPLOYEE INFORMATION		
	See Personnel Data Changes	<u>204</u>
EMPLOYEE MEDICAL EXAMINATIONS		<u>106</u>
EMPLOYEE RELATIONS		<u>102</u>
EMPLOYEE WARNINGS		
	See Progressive Discipline	<u>716</u>
EMPLOYEE WELCOME MESSAGE		<u>020</u>
EMPLOYMENT APPLICATIONS		<u>208</u>
EMPLOYMENT CATEGORIES		<u>201</u>

EMPLOYMENT REFERENCE CHECKS		<u>203</u>
EMPLOYEE RELATIONS		<u>102</u>
EMPLOYMENT TERMINATION		<u>405</u>
EMPLOYMENT-AT-WILL		
	See Employee Acknowledgement Form	<u>051</u>
	See Employment Categories	<u>201</u>
	See Employment Termination	<u>405</u>
	See Introductory Statement	<u>040</u>
	See Nature of Employment	<u>101</u>
	See Progressive Discipline	<u>716</u>
ENVIRONMENTAL HEALTH AND SAFETY		
	See Safety	<u>501</u>
EQUAL EMPLOYMENT OPPORTUNITY		<u>103</u>
ETHICS		
	See Business Ethics and Conduct	<u>104</u>
ETIQUETTE		
	See Workplace Etiquette	<u>722</u>
EVALUATION		
	See Performance Evaluation	<u>209</u>
EXEMPT EMPLOYEES		
	See Employment Categories	<u>201</u>
FAIR CREDIT REPORTING ACT		
	See Employment Applications	<u>208</u>
FLEXIBLE SCHEDULING		
	See Work Schedules	<u>502</u>
FLEXTIME		
	See Work Schedules	<u>502</u>
FMLA		
	See Medical Leave	<u>601</u>
FULL-TIME EMPLOYEES		
	See Employees Categories	<u>201</u>
HARASSMENT		
	See Sexual and Other Unlawful Harassment	<u>703</u>
HEALTH AND SAFETY		
	See Safety	<u>501</u>
HEALTH INSURANCE		<u>316</u>
HIV		
	See Life-Threatening Illnesses in the Workplace	<u>800</u>
HOLIDAYS		<u>305</u>
ILLNESS		
	See Medical Leave	<u>601</u>
	See Sick Leave Benefits	<u>307</u>
ILLNESSES		
	See Life-Threatening Illnesses in the Workplace	<u>800</u>
IMMIGRATION LAW COMPLIANCE		<u>107</u>
INSPECTIONS, WORK AREA		
	See Security Inspections	<u>710</u>
INSURANCE, HEALTH		
	See Health Insurance	<u>316</u>
INSURANCE, LIFE		
	See Life Insurance	<u>317</u>

INSURANCE, WORKERS' COMP		
	See Workers' Compensation Insurance	<u>306</u>
INTERNET USAGE		<u>517</u>
INTRODUCTORY PERIOD		<u>206</u>
INTRODUCTORY STATEMENT		<u>040</u>
INVOLUNTARY TERMINATION		
	See Employment Termination	<u>405</u>
IRCA		
	See Immigration Law Compliance	<u>107</u>
JOB ABANDONMENT		<u>906</u>
JOB APPLICATIONS		
	See Employment Applications	<u>208</u>
JOB DISCRIPTIONS		<u>210</u>
JOB REFERENCES		
	See Employment Reference Checks	<u>203</u>
JURY DUTY		<u>311</u>
LATENESS		
	See Attendance and Punctuality	<u>704</u>
LAYOFF		
	See Employment Termination	<u>405</u>
LIFE INSURANCE		<u>317</u>
LIFE-TREATENING ILLNESSES IN THE WORKPLACE		<u>800</u>
LOCKER INSPECTIONS		
	See Security Inspections	<u>710</u>
LONG-TERM ILLNESS		
	See Medical Leave	<u>601</u>
MAIL, PERSONAL USE OF		
	See Use of Phone and Mail Systems	<u>504</u>
MATERNITY RELATED ABSENCES		<u>607</u>
MEDICAL EXAMINATIONS		
	See Employee Medical Examinations	<u>106</u>
MEDICAL INSURANCE		
	See Health Insurance	<u>316</u>
MEDICAL LEAVE		<u>601</u>
MILITARY LEAVE		<u>605</u>
MINIMUM AGE FOR EMPLOYMENT		<u>205</u>
MONITORING, COMPUTER		
	See Computer and E-mail Usage	<u>516</u>
MONITORING, WORKPLACE		
	See Workplace Monitoring	<u>518</u>
MOONLIGHTING		
	See Outside Employment	<u>110</u>
NATURE OF EMPLOYMENT		<u>101</u>
NEPOTISM		
	See Personal Relationships in the Workplace	<u>105</u>
NETIQUETTE		
	See Internet Usage	<u>517</u>
NO SMOKING AREAS		
	See Smoking	<u>505</u>
NONEXEMPTEMPLOYEES		
	See Employment Categories	<u>201</u>

OFFICE ETIQUETTE		
	See Workplace Etiquette	<u>722</u>
OFFICE PHONE AND MAIL SYSTEMS		
	See Use of Phone and Mail Systems	<u>504</u>
OUTSIDE EMPLOYMENT		<u>110</u>
OVERTIME		<u>507</u>
PAID TIME OFF		
	See Sick Leave Benefits	<u>307</u>
PART-TIME EMPLOYEES		
	See Employment Categories	<u>201</u>
PAY CHECK ERRORS		
	See Administrative Pay Corrections	<u>409</u>
PAY CORRECTIONS		
	See Administrative Pay Corrections	<u>409</u>
PAY DEDUCTIONS		<u>410</u>
PAYDAYS		<u>403</u>
PAYROLL		
	See Timekeeping	<u>401</u>
PERFORMANCE EVALUATION		<u>209</u>
PERFORMANCE REVIEW		
	See performance Evaluation	<u>209</u>
PERSONAL APPEARANCE		<u>705</u>
PERSONAL LEAVE		<u>603</u>
PERSONAL RELATIONSHIPS IN THE WORKPLACE		<u>105</u>
PERSONAL USE OF OFFICE PHONE AND MAIL		
	See Use of Phone and Mail Systems	<u>504</u>
PERSONAL DATA CHANGES		<u>204</u>
PERSONAL RECORDS		
	See Access to Personnel Files	<u>202</u>
PHYSICALS		
	See Employee Medical Examinations	<u>106</u>
PREGNANCY		
	See Medical Leave	<u>601</u>
PRIVACY		
	See Workplace Monitoring	<u>518</u>
PROGRESSIVE DISCIPLINE		<u>716</u>
PROPERTY		
	See Return of Property	<u>706</u>
REFERENCE CHECKS		
	See Employment Reference Checks	<u>203</u>
REGULAR EMPLOYEES		
	See Employment Categories	<u>201</u>
RELATIVES		
	See Personal Relationships in the Workplace	<u>105</u>
REPETITIVE MOTION INJURIES		
	See Ergonomics	<u>524</u>
RESIGNATION		<u>708</u>
RESIGNATION		
	See Employment Termination	<u>405</u>
REST AND MEAL PERIODS		<u>506</u>

REVIEW, EMPLOYEE PERFORMANCE		
	See Performance Evaluation	<u>209</u>
SAFETY		<u>501</u>
SAFETY	See Workplace Violence Prevention	<u>522</u>
SECURITY INSPECTIONS		<u>710</u>
SECURITY	See Visitors in the Workplace	<u>522</u>
SEXUAL AND OTHER UNLAWFUL HARASSMENT		<u>703</u>
SICK LEAVE BENEFITS		<u>307</u>
SMOKING		<u>505</u>
SOFTWARE	See Computer and E-mail Usage	<u>516</u>
SURVEILLANCE, VIDEO	See Workplace Monitoring	<u>518</u>
SUSPENSIONS	See Progressive Discipline	<u>716</u>
TARDINESS	See Attendance and Punctuality	<u>704</u>
TELEPHONE, PERSONAL USE OF	See Use of Phone and Mail Systems	<u>504</u>
TERMINATION OF EMPLOYEES	See Employment Categories	<u>201</u>
TERMINATION OF EMPLOYMENT	See Employment Termination	<u>405</u>
	See Resignation	<u>708</u>
THREATS	See Workplace Violence Prevention	<u>522</u>
TIME CARDS	See Timekeeping	<u>401</u>
TIMEKEEPING		<u>401</u>
TITLE PAGE		<u>010</u>
UNAUTHORIZED VISITORS	See Visitors in the Workplace	<u>514</u>
USE OF EQUIPMENT AND VEHICLES		<u>508</u>
USE OF PHONE AND MAIL SYSTEMS		<u>504</u>
VACATION BENEFITS		<u>303</u>
VIOLENCE	See Workplace Violence Prevention	<u>522</u>
VIRUS PROTECTION	See Internet Usage	<u>517</u>
VISITORS IN THE WORKPLACE		<u>514</u>
VOLUNTARY RESIGNATION	see Resignation	<u>708</u>
VOLUNTARY TERMINATION	See Employment Termination	<u>405</u>
WARNINGS	See Progressive Discipline	<u>716</u>
WEB SITE	See Internet Usage	<u>517</u>
WITNESS DUTY		<u>312</u>

WORK AREA INSPECTIONS		
See Security Inspections		<u>710</u>
WORK SCHEDULES		<u>502</u>
WORKERS' COMPENSATION INSURANCE		<u>306</u>
WORKPLACE ETIQUETTE		<u>722</u>
WORKPLACE MONITORING		<u>518</u>
WORKPLACE SAFETY		
See Safety		<u>501</u>
WORKPLACE VIOLENCE PREVENTION		<u>522</u>
WORLD WIDE WEB		
See Internet Usage		<u>517</u>