



Article 4: Management Rights

It is agreed that (except as limited by terms of this Agreement), the Employer retains the right to manage the affairs of the Department and to direct the working forces. Such functions of Management include (but are not limited to) the right to:

- a. Determine the mission, organization, size, budget and components of the Department.
- b. Set and modify standards for services to be offered to the public.
- c. Direct the work of the employees covered by this Agreement, including the right to hire, to discharge, to suspend, or otherwise discipline employees for just cause, to transfer, to establish job duties, to determine the amount of work needed, the starting and quitting times, and the number of hours to be worked during any day, week, or pay period, subject to the provisions expressly set forth in this Agreement.
- d. Establish, change or modify duties, tasks, responsibilities or requirements within job descriptions in the interest of efficiency, economy, technological change or operating requirements and to require employees to provide evidence of fitness to perform such duties, tasks, responsibilities or requirements, subject to the provisions expressly set forth in this Agreement and subject to any applicable Civil Service Regulation.
- e. Determine the equipment or methods that will be utilized by the employees in the performance of their assigned duties.
- f. Establish, modify or delete rules, regulations or policies necessary to the safe, orderly and efficient operation of the Department, provided that such rules, regulations or policies are not the subject of this Agreement. Such rule, regulation or policy shall not be inconsistent with the terms and provisions of this Agreement.
- g. Determine the number and location of posts and other facilities.
- h. Determine the basis for selection, retention and promotion of employees for classifications within or not within the bargaining unit, as established in this Agreement, and as governed by any applicable Civil Service Regulation.

