I. PURPOSE

To provide department management with clear authority, accountability and expectation to manage the workforce and to maintain a work environment conducive to full employee participation, quality leadership, and personal and organizational growth.

II. POLICY

A. Supervisors are accountable for outcomes and results which further the mission, vision, and values of the department. Each supervisor has the authority to delegate decision-making as they determine appropriate and manage their employees with flexibility and innovation within the bounds of the department's Human Resources Management Policies and Collective Bargaining Agreements.

B. Supervisors shall proactively solicit the ideas and involvement of all employees and treat them as partners in operations process redesign and implement those ideas that contribute to program improvement.

C. In the interest of promoting involvement and continuous improvement in the department, supervisors shall:

1. Use problem-solving processes which encourage employee participation;
2. Solicit input from employees doing the job, and from others as appropriate;
3. Encourage employee collaboration to improve work processes;
4. Implement those techniques and ideas that contribute to program improvement.

III. IMPLEMENTATION

This policy will be adopted immediately without further modification.