



# City of Waukesha HR Policy

## B1 Management Rights

### Purpose

Management within the City of Waukesha respects the opinions of its employees about working conditions, ways and means of getting jobs done efficiently, and other matters of employee interest. However, management maintains exclusive discretion to exercise the customary functions and decision-making, unless otherwise outlined in a Collective Bargaining Agreement.

### Summary

Management possesses the sole right to carry out the mandates and goals assigned to City departments and all management rights repose in management. Nothing in herein is intended to interfere with the sole right of the City's departments to carry out their mandates and goals unless such rights are specifically modified by City policy. The rights, functions and authority to manage all operations and functions are vested in the City and its departments and include, but are not limited to, the following:

- A. Establishing and administering reasonable rules and regulations essential to the accomplishment of the services desired by the City;
- B. Managing and otherwise supervising all employees **including maintenance of orderly conduct of the workforce, requiring job performance that meets or exceeds job requirements;**
- C. Hiring, promoting, transferring, assigning and retaining employees and suspending, demoting, dismissing or taking other disciplinary action against employees as circumstances warrant;
- D. Relieving employees of duties because of lack of work, lack of funds, reorganization or for other legitimate reasons;
- E. Maintaining the **safety, efficiency,** and economy of the City operations entrusted to the administration;
- F. Determining the methods, means and personnel by which City operations are to be conducted including, but not limited to, the size and composition of the workforce;
- G. **Introducing, changing, discontinuing, or reorganizing operations, methods, materials, facilities, equipment, or processes, including technological alterations in processes or equipment or both;**
- H. **Determining the extent and schedule of its operations;**
- I. Taking whatever action may be necessary to carry out the objectives of the City Council in emergency situations;
- J. Exercising discretion in the operation of the City, budget, organization, and assignment of personnel ~~and the technology of work performance;~~
- K. Contract out for goods and services;
- L. To take any and all actions as may be necessary to carry out the mission of the City.

Passed this \_\_\_\_ day of \_\_\_\_, 2019.

Approved this \_\_\_\_ day of \_\_\_\_, 2019.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk