

## Appendix E -- Personnel Policies

MCTV is committed to providing equal employment and to promoting fair treatment of all employees regardless of race, ethnicity, religion, age, gender or sexual orientation. If you feel any of the policies in this manual or any other official policies of MCTV have been violated, you may contact the MCTV Administrative Director or any member of the board without fear of retribution.\*

### 1. General Provisions\*

#### 1-A Purpose/Distribution\*

The purpose of the Personnel Policies Manual is to encourage fair policies and clear standards for the treatment of all employees. This is not intended to be an employment contract or agreement.\*

Each permanent employee and all members of the MCCI Board shall be given a copy of this manual and should familiarize themselves with its contents. A copy will also be available at the MCTV office during regular business hours.\*

Any questions regarding the interpretation of these policies should be addressed to the MCTV Administrative Director. Lack of familiarity with these policies will not be a justifiable reason for failure to comply with them.\*

#### 1-B Amendments\*

The provisions of these policies, as received by employees at the beginning of employment, are subject to amendment by the MCCI Board. Therefore the terms and conditions of employment as impacted by these policies may also be subject to change.\*

The MCTV Administrative Director or MCTV Executive Team may prepare amendments to personnel policies. If approved by the MCCI Board as a whole, amendments must be distributed to all employees in a timely fashion. MCTV Administrative Director or MCTV Executive Team will take measures to ensure that all employees are aware of amendments to the manual in compliance with State law.\*

Negotiated contracts with employees may supersede these policies or benefits described therein. However, all such contracts must have the approval of the MCCI Board, who will make every effort to modify policies to be consistent with contracts.\*

#### 1-C Personnel Committee\*

A personnel committee will be created consisting of two members of the MCCI Board. This committee will primarily conduct evaluations and recommend disciplinary actions as needed. The committee may also recommend changes to personnel policies.\*

# Sample Cpa Personnel Policy Manual Cpe

**Irvin N. Gleim, William A. Hillison**



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