

MADISON COUNTY, VIRGINIA PERSONNEL POLICIES MANUAL

MADISON COUNTY RETAINS SOLE RIGHT TO EXERCISE ADMINISTRATIVE FUNCTIONS

POLICY NO.

1.3

EFFECTIVE:

01/02/2024

Madison County and its elected Constitutional Officers retain the sole right to exercise all Administrative functions including, but not limited to, the following:

The right to dismiss, assign, supervise, and discipline employees;

The right to determine and change the starting and ending times of the work day and shifts, as well as to set, change, or otherwise determine employee compensation and working conditions; and

The right to establish, change, and abolish its policies, practices, rules and regulations at will, and as is necessary to meet changes in law and changing conditions.

It is recognized that Constitutional officers are elected officials having an obligation to manage and conduct the affairs of their offices independently of the Madison County Board of Supervisors. However, they may by separate written agreement consent to adopt some or all of the County's pay and classification or other personnel policies in return for certain benefits and support. It is recognized that, to the extent that any of them elect to adopt any such policies, they do so voluntarily and that they have the right to revert to the traditional system as may be outlined in any such agreement.

Any agreements made and entered into between the County and the individual officers shall require the approval of the officer and the Madison County Board of Supervisors. The County Administrator shall have only such authority as is provided by Board policy or delineated by other Board actions.