

RESOLUTION 13-__

ADOPTING REVISED HUMAN RESOURCES PERSONNEL POLICIES

WHEREAS, Cochise County has since creation adopted resolutions establishing Human Resources Personnel Policies for all Cochise County employees; and

WHEREAS, Cochise County adopted a revised and updated Human Resources Policy Manual effective April 1, 2012; and

WHEREAS, the Board of Supervisors adopted a revision of the Cochise County Drug and Alcohol Policy effective August 10, 2004; and

WHEREAS, the Board of Supervisors adopted a revision of the Cochise County Worker's Compensation Policy effective February 24, 1992; and

WHEREAS, the Board of Supervisors adopted a revision of the Cochise County Family and Medical Leave Act Policy effective May 20, 1996; and

WHEREAS, it is the belief of the Cochise County Board of Supervisors that an updated version of all previously adopted Human Resources Personnel Policies is warranted,

NOW, THEREFORE, BE IT RESOLVED that the Cochise County Board of Supervisors hereby adopts revisions to the following Human Resources Personnel Policies to be effective January 1, 2014 which supercede and rescind all previously adopted resolutions:

- (1) Cochise County Drug and Alcohol Policy (Exhibit A).
- (2) Cochise County Worker's Compensation Policy (Exhibit B). Addition to the Worker's Compensation Policy is the inclusion of A.R.S. § 38-961 "Public Safety Supplemental Benefits Plan".
- (3) Cochise County Family and Medical Leave Act Policy (Exhibit C).

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FURTHER, BE IT RESOLVED that the adopted revised Human Resources Personnel Policies (Exhibits A, B, & C) will be incorporated into the Human Resources Policy Manual.

APPROVED AND ADOPTED this 3rd day of December, 2013 by the Cochise County Board of Supervisors in formal session.

Ann English, Chair
Cochise County Board of Supervisors

ATTEST:

APPROVED AS TO FORM:

Arlethe G. Rios,
Clerk of the Board

Terry Bannon,
Civil Deputy County Attorney