

## 1.4 EMPLOYER RIGHTS

Sac County, through its individual department heads and elected officials, shall have, in addition to all powers, duties and rights established by constitutional provision, statute, ordinance, charter, or special act, the exclusive power, duty and right, including but not limited to: plan, direct and control the work of its employees; hire, promote, demote, transfer, assign and retain employees in positions within the public agency; discipline, suspend, or discharge employees; to develop and enforce rules for employee discipline; maintain the efficiency of governmental operations; to schedule working hours and require overtime work; determine employee qualifications; schedule vacations; relieve employees from duties because of lack of work or for other reasons; to determine what work or services shall be purchased or performed by employees; to change or eliminate existing methods, equipment or facilities; determine and implement methods, means, assignments, and personnel by which the County's operations are to be conducted; take such actions as may be necessary to carry out the mission of the County; initiate, prepare, certify and administer its budget; and exercise all other powers and duties granted to the County by law.