

# TOWN OF NEWCASTLE

## PERSONNEL POLICY

### & MANUAL

### SELECT BOARD

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## I. PREAMBLE

- A. The Select Board hereby adopts the following policy for utilization by the Town of Newcastle in the administration of the personnel activities of all employees, committee members, board members (including the Select Board) and volunteers. These rules and subsequent modifications shall supersede any policy and rules made previously by the Select Board. This policy may be modified by the Select Board at its discretion and may be further modified by town voters.
- B. The purpose of prescribing these rules and regulations is to set forth a uniform and equitable system of personnel administration for the Town of Newcastle, to promote more effective and efficient municipal operations on behalf of the citizenry, and to pursue positive employee morale.
- C. The Select Board may delete, amend, modify, or change any or all of the policy by posting the proposed change in a conspicuous place at the Newcastle Town Office and by emailing such a notice to all employees at least thirty (30) calendar days in advance of the meeting at which the Select Board propose to make modifications or changes. Changes may be made only with approval by a majority of the Select Board with all five (5) members present at the time of voting.
- D. A copy of this policy shall be provided to all employees upon the commencement of their employment and any amendment or revision of this policy shall be provided to all employees as amendments or revisions become effective.
- E. All employees will sign a receipt within one week of being given a copy of the policy, which receipt shall confirm that the employee has read the policy and has been given an opportunity to discuss with the Town Manager any portions of the policy which the employee feels needs clarification.

## II. EMPLOYMENT

- A. The employment of personnel shall be the responsibility of the Town Manager.
- B. All applicants must submit a written and completed application based on the format outlined in the job advertisement.
- C. All employees are considered probationary for the first six (6) months of employment. The probationary period shall be considered an extension of the selection process. Probationary employees may be removed at any time during the probationary period without cause and without right to file a grievance.
- D. An applicant who has been convicted of a felony may be excluded from employment if the Town Manager determines that the applicant's conviction bears upon their ability to faithfully perform the proposed duties of the job.
- E. Hiring, firing, and disciplinary action, except for those positions precluded by Maine State Law, shall be the responsibility of, and at the discretion of, the Town Manager. The employee shall be notified of such action in writing.
- F. Employees shall be mindful of the fact that they are representatives of the Town of Newcastle and that their actions reflect on the public image of the Town as a whole. Employees shall always conduct themselves in a respectful and helpful manner and shall exhibit appropriate behavior during all communications and conduct with the public.

### III. EMPLOYMENT DISCRIMINATION

**Policy:** It is the policy of the Town to offer equal employment opportunities to all job applicants and employees. Appointments and promotions are based solely upon qualifications and experience and are free of consideration of race, color, religion, gender, age, marital status, national origin, or disability.

**Procedure:** Any complaints alleging unlawful discrimination shall be submitted in writing to the Town Manager who will arrange a meeting with the aggrieved party to discuss the matter. The meeting shall take place within five (5) business days from receipt of a written complaint. All information will be held in confidence and will be discussed only with those who have a need to know in order to either investigate or resolve the complaint. The Town Manager shall have ten (10) business days from receipt of a written complaint to conduct an investigation and to attempt to resolve the matter to the satisfaction of the aggrieved party.

If the Town Manager is unable to resolve the matter to the satisfaction of the aggrieved party within ten (10) business days of receipt of the complaint, the aggrieved party may submit a copy of the written complaint to the Select Board. Such a submission shall be made within fifteen (15) business days of the original complaint to the Town Manager. If a complaint involves the conduct of the Town Manager, it may be submitted directly to the Select Board without first being submitted to the Town Manager.

The Select Board shall then have fifteen (15) business days from receipt of the written complaint to investigate and to issue a report, with its findings and recommendations, to the Town Manager. The Town Manager shall, within five (5) working days of the receipt of the report, notify the aggrieved party of the results of the investigation conducted by the Select Board.

## IV. TYPES OF APPOINTMENT

- A. FULL-TIME – A full-time employee works 35 to 40 hours per week on a continuing basis. They are subject to all personnel rules and regulations as set forth in this document and at the discretion of the Town Manager for the safety and welfare of the Town and for the Employee in performing Town business. This classification shall be assigned at the discretion of the Town Manager. The employee receives all benefits and rights as provided by these rules.
- B. REGULAR PART-TIME – An employee in this classification works more than 20 hours per week but no more than 30 hours per week, on a continuing basis. They are subject to all personnel rules and regulations set forth in this document and at the discretion of the Town Manager for the safety and welfare of the Town and for the Employee in performing Town business. This classification shall only be assigned at the discretion of the Town Manager. The Town Manager will determine whether employees in this classification are entitled to benefits such as retirement, health insurance, or seniority, and unless outlined in this policy or mandated by the State Worker's Compensation and Unemployment Compensation Insurance Laws.
- C. IRREGULAR PART-TIME – An employee in this classification works less than 20 hours a week on a continuing basis. They are subject to all personnel rules and regulations set forth in this document and at the discretion of the Town Manager for the safety and welfare of the Town and for the Employee in performing Town business. This classification shall only be assigned at the discretion of the Town Manager. They are not entitled to benefits such as retirement, health insurance, or seniority, and unless outlined in this policy or mandated by the State Worker's Compensation and Unemployment Compensation Insurance Laws.
- D. TEMPORARY EMPLOYEES – Seasonal/temporary employees work on a non-permanent basis, usually within a limited time frame; seasonal employees work in an industry designated by the State of Maine as a seasonal industry. The employee is terminated at the end of the applicable season. They are not entitled to benefits such as retirement, health insurance, holiday pay, Earned Paid Leave, or seniority, unless mandated by the State Worker's Compensation and Unemployment Compensation Insurance Laws. They may be terminated for any reason at any time. This classification may be assigned at the discretion of the Town Manager.
- E. OTHER EMPLOYEES – All committee members, board members, volunteers, those working on stipend pay, and those paid from fees collected by the Town of Newcastle are employees as well.

## V. ANNOUNCEMENT OF VACANCIES

Recruitment notices shall be prepared setting forth a basic description of the position, minimum qualification requirements or education, skill, and experience preference, application steps to follow, and closing date for submitting application materials. Such notices shall affirm the Town of Newcastle as an Equal Opportunity Employer. Such notice shall first post on bulletin boards in each town work site. Supervisors shall be aware of promotion-ready employees and shall encourage application where appropriate. Notice may be given outside the town office, if necessary, to develop a broad base of applicants. The use of such various media or publicity may be expected to bring notice of vacancies to an adequate number of qualified applicants.

## VI. PUBLIC AND EMPLOYEE RELATIONS

- A. Town employees are public servants. Residents and the general public must be treated with courtesy, kindness and consideration. Every employee should remember that they might be the only contact a resident has with their local government. The impression that the employee makes will be long lasting and possibly determine how the resident feels about the local government. Failure of an employee to act with reasonable courtesy may result in disciplinary action or dismissal depending on the severity of the incident. Employees are expected to practice a high level of personal hygiene, dress neatly, and conduct themselves in a professional manner.
- B. Employees are prohibited from engaging in any conduct which could reflect unfavorably upon the Town or disrupt the efficient operation of Town Administration. Town employees must avoid any action which might result in, or create the impression of, using public employment for private gain, giving preferential treatment to any person, or allowing complete impartiality in conducting town business.
- C. Cooperation, courtesy, and responsibility shall extend to relations between all employees of the Town and the Public.
- D. The following policies and regulations are provided to assist the employees and Town Administration in functioning at peak efficiency with minimal cost to the taxpayers:
  - 1. Receipt of gifts: A Town employee is prohibited from soliciting or accepting any gifts, gratuity, favor, entertainment, loans or any other item of monetary value from any person, within or outside Town employment, whose interest may be affected by the employee's performance or nonperformance of his or her official duties. Acceptance of nominal gifts, such as food and refreshments in the ordinary course of business meetings or unsolicited advertising or promotion materials such as pens, note pads, calendars, etc. is permitted.
  - 2. Business Activities and Solicitations: No employee shall engage in any business other than their regular duties during work hours, except for reciprocal notary services.
  - 3. Confidentiality: Many Town employees have access to confidential information pertaining to persons or property in the town. Employees must not use this privileged information to their private advantage or to provide friends or acquaintances with private advantages. Each employee is charged with the responsibility of releasing only information, which is allowed under Maine's Right to Know Law (1 MRSA §401-410).



## VII. WORK WEEK/OVERTIME

- A. **Work Week:** The regular work week for payroll purposes begins on Sunday and ends Saturday at midnight. The Town Manager shall set the hours for the Town employees.
- B. **Overtime and Compensatory Time:** Employees not exempt from the Fair Labor Standards Act shall receive overtime pay in excess of forty (40) hours worked per week. Work means that there were no holidays or vacation time in that week. All overtime shall be paid at the rate of one- and one-half times the employee's normal rate of pay. At the discretion of the Town Manager, overtime may be compensated with Compensatory Time for hours worked beyond forty (40) in a work week at a rate of not less than one and one-half hours for each hour worked for which overtime compensation is required. Such compensatory time shall be granted on a time and a half basis for hours worked beyond forty (40) in one week after any holiday and vacation time. Compensatory time, which may be accrued by any non-exempt employee, shall not exceed a balance greater than 40 hours (i.e., not more than 26.67 of actual overtime hours worked). An employee who has accrued the maximum number of compensatory hours shall be paid overtime compensation for any additional overtime hours worked. An employee shall be permitted to use accrued compensatory time within a reasonable period after it is requested if to do so would not unduly disrupt the operations of the department. Compensatory time will not accrue until after 40 hours have been worked. The Town Manager may adjust work schedules to minimize the need to pay overtime as permitted by the Act. All overtime work must be authorized by an appropriate supervisor or by the Town Manager. The Town further reserves the right to assign employees to use accrued compensatory time if the Town deems it in the Town's best interests. Payment for accrued compensatory time upon dismissal of employment shall be calculated at the employee's regular rate of pay at the time of dismissal or separation.
- C. **Inclement Weather:** Employees will be paid regular time for workdays when the office is closed due to inclement weather. When a workday is abbreviated due to inclement weather, the employee will be paid for the remainder of their regularly scheduled workday. The Town Manager shall determine when inclement weather warrants closing the office and inform the Select Board and the general public. Upon prior approval by the Town Manager, employees may use Earned Paid Leave if the office remains open in spite of inclement weather.

## VIII. EARNED PAID LEAVE

### **Eligibility:**

Full-Time and eligible Regular Part-Time employees are eligible to accrue Earned Paid Leave (EPL) upon employment. EPL is utilized for any short term paid leave including vacations or illnesses. Regular Part-Time employees must earn more than \$1,000 annually to be eligible for EPL.

### **Accrual:**

EPL is accrued based on the number of paid hours up to 40 hours per week (exclusive of overtime or other special payment). EPL is also accrued during leaves of absence with pay but is not accrued during leaves of absence without pay. The EPL accrual rate increases with the employee's length of continuous service.

#### Full-Time Accrual

Year One – 144 Hours (2.772 hours per week) (.0693 per hour)

Start of Years Two (2) through Ten (10) – 176 Hours (3.384 hours per week) (.0846 per hour)

Start of Years Eleven (11) through Twenty (20) – 225 Hours (4.328 hours per week) (.1082 per hour)

Start of Twenty One (21) years – 272 Hours (5.232 hours per week) (.1308 per hour)

If a separated full-time employee who previously met the eligibility period returns to full-time work within six (6) months, the employee will not have to repeat the two-month eligibility period and prior eligible service will count toward years of continuous service. EPL accrual upon re-hire shall be at the same accrual rate as in effect upon separation from employment. Separations include voluntary resignations and changes to per diem status.

#### Regular Part-Time Accrual

Eligible employees shall accrue 1 hour of EPL for every 40 hours worked. Such accrual shall be recorded following the submission of each time sheet. Eligible employees, as determined by the Town Manager to be eligible for greater accrual rates of EPL, shall follow the rules of Full-Time employees listed above.

#### Irregular Part-Time Accrual

Eligible employees shall accrue 1 hour of EPL for every 40 hours worked. Such accrual shall be recorded following the submission of each time sheet. For fire fighters, the amount accrued shall be calculated on the submission of pay at the first payroll warrants in June and December.

### **Approval:**

The use of EPL must be approved by the Town Manager in writing by submitting an email with the request. Every reasonable effort will be made to grant EPL as requested. However, department staffing needs must be given priority. Requests for EPL are to be made to the Town Manager with reasonable notice of two weeks prior to EPL usage, though emergencies, illnesses, and other sudden necessities may prevent ample opportunity for notice.

For Full Time employees, EPL may be advanced up to the amount that would be accrued in that employment year. Any Earned Paid Leave advanced, if not eventually accrued because of dismissal or separation, shall be refunded either by a reduction in the employee's final paycheck, or, if necessary, in a payment from the terminated or separated employee to the Town.

**Maximum Accrual:**

A Full-Time employee may accrue up to a maximum of 400 hours of EPL. An eligible Regular Part-Time employee may accrue up to a maximum of 40 hours of EPL. No time shall be accrued beyond the maximum hours allotted respectively.

**Managing Your EPL:**

Accumulated EPL can provide some insurance against loss of income during an illness or other emergency. Employees are encouraged to retain an adequate amount of EPL to help protect against such a loss. It is each employee's responsibility to manage their EPL properly, ensuring that EPL is available for the unforeseen illness/emergency, and at the same time, avoid exceeding the maximum accrual. During each year of service, the Town of Newcastle encourages employees to take time off from the job for rest and relaxation.

**Payment in Lieu of Time Off:**

On an annual basis, the Town Manager may approve "EPL cash out." Employees must announce the amount they wish to cash out by June 30<sup>th</sup> and cash out payments will be issued the first payday in July. No EPL will be accrued on EPL cash out. Full Time employees may cash out a portion of their EPL balance in 40-hour increments but must maintain a minimum of 100 hours of EPL. Eligible Regular Part Time employees may cash out the entirety of their EPL balance.

**Departure:**

In the event an employee has ended their employment with the Town of Newcastle, the balance of the employee's EPL shall be paid within 14 days of the employee's final day of work.

**Usage:**

Following two months of eligible employment employees will be eligible to utilize EPL and EPL must be used to cover all leaves of absence, (unless specifically stated otherwise); bringing the employee's paid hours up to their regular scheduled hours. EPL cannot be used as paid time in excess of the employee's regular scheduled work.

EPL may not be utilized during the first two months of eligibility except for emergencies or illness documented by a medical note from the employee's health care provider. Deaths not covered under the Town of Newcastle bereavement policy are eligible for EPL, if EPL is available.

**Holidays:**

Holiday pay is granted only to Full-Time employees and is based upon the average hours worked on that given workday. Paid holidays include:

New Year's Day	Martin Luther King Jr. Day
Presidents Day	Patriots Day
Memorial Day	Juneteenth
Independence Day	Labor Day
Indigenous People's Day	Veteran's Day
Thanksgiving Day	Day after Thanksgiving
Christmas Eve	Christmas Day

Holidays are scheduled according to the calendar established annually by the Maine Department of Administrative and Financial Services.

## IX. LEAVE/LEAVES OF ABSENCE

- A. Bereavement Leave: A Full-Time employee may be excused from work for up to five (5) work days for the death of an immediate family member, as outlined below, and shall be paid their regular rate of pay for the scheduled work hours missed. In the event of the death of an employee's spouse, domestic partner, child, or parent, the employee shall, upon request, be granted five (5) additional days of paid bereavement leave. Additional leave may be granted by the employer's supervisor but will be unpaid or will be paid through the utilization of EPL.
- B. For purposes of this article only, immediate family is defined to mean spouse, domestic partner, child, parent, sibling, parent-in-law, grandparent, and grandchild.
- C. Leave without pay: An employee may be granted a leave of absence without pay at the discretion of the Town Manager. Employees who are granted a leave of absence may not accumulate EPL time.

However, it is the employee's responsibility to manage their EPL, according to their needs.. Time off without pay is strongly discouraged and should be an extreme exception. EPL not managed properly that results in one or more instances of time off without pay may result in disciplinary action

From time to time, it may be necessary for an employee to be unexpectedly absent from work. The Town is aware that emergencies, illnesses, or pressing personal business may arise that cannot be scheduled outside an employee's work hours. The Town encourages employees who are sick to stay home and not report to work. If a staff member reports to work and is clearly sick, they may be sent home by the supervisor and the appropriate amount of EPL will be deducted from their EPL balance.

When an employee is not able to work due to illness, the employee must, when possible, inform the Town Manager at least 30 minutes prior to the start time for that day. After three days of failing to call in, the Town may assume the employee has resigned from their position and the Town Manager will begin dismissal proceedings.

For any illness extending continuously for five consecutive work days, the Town may ask the employee to obtain a doctor's certification to confirm the illness and the need for the employee to be out of work, and the anticipated date of the return to work.

Unplanned absences may be considered excessive if they occur frequently or if they show a pattern. An unauthorized absence may lead to disciplinary action and possible dismissal of employment.

D. Family Medical Leave: An employee who has been employed for 12 consecutive months and has worked 1,250 hours during that period is entitled to a total of twelve (12) weeks of family medical leave in any twelve (12) month period. Leave shall be unpaid unless the employee has accumulated vacation or paid time off to apply to the leave request. The employee must give at least thirty (30) days' notice of intended date upon which family medical leave will commence and terminate, unless prevented by medical emergency from giving such notice. The employee is entitled to be restored to the position held by the employee when the leave began or an equivalent position with equivalent pay and benefits.

1. Leave may be consecutive, intermittent, or on reduced hourly schedule if the employee and the Town agree or if medically necessary. This leave may be requested and must be granted for the birth of a child, adoption of a child, placement of a foster child, or for serious illness of the employee, their spouse or domestic partner, child, or parent. Serious illness is defined to include an accident, illness, or condition posing imminent danger of death, transplant, limb amputation, or other similarly severe procedure and/or mental or physical condition requiring constant in home care. The Town shall require medical certification of the need for leave and written approval from the physician before returning to work.

E. Leave for Victims of Domestic Violence: In accordance with Maine Law, the Town will grant employees a reasonable and necessary amount of time off from work without pay if the employee is a victim of domestic violence, domestic assault, sexual assault, or stalking and the employee requires time to:

1. Prepare for or attend court proceedings,
2. Receive medical treatment, or
3. Obtain necessary services to remedy a crisis caused by domestic violence, sexual assault, or stalking.

Employees must request the leave as soon as circumstances make it clear that time off is necessary. Approval of leave will be dependent upon (a) whether the absence will create an undue hardship for the Town, (b) whether the employee requested leave within a reasonable

time, and (c) whether the requested leave is impractical, unreasonable or unnecessary given the facts made available to the Town at the time of the request.

If the employee's leave is approved, the employee will be required to first use any accrued EPL before taking unpaid leave. EPL does not accrue during leave and holidays are not paid while on leave. However, employees may be allowed to continue fringe benefits, such as health and dental insurance, at the employee's own expense. Employees will not be discriminated against for taking or asking for leave.

- F. Parental Leave: A regular full-time employee who has completed at least one full year of employment with the Town will be granted an additional four (4) weeks of paid time upon the birth or adoption of their child. This can be used in addition to unpaid Family Medical Leave and short-term disability coverage approved for the same reason. Such time shall also be in addition to the employee's current EPL balance. Parental Leave expires 12 months after the date of birth or placement.

## X. HEALTH INSURANCE

- A. Eligibility: Only Full-Time employees are eligible to receive health insurance coverage paid by the town.
- B. Coverage: The Town utilizes the Maine Municipal Employee's Health Trust (MMEHT) to offer insurance coverage to its full-time employees. The MMEHT utilizes its financial reserves to stabilize rates for its members to remain a competitive choice for Maine municipalities. Employees may choose between MMEHT's POS-C or POS 200.
- C. Effective January 01, 2024, The Town of Newcastle will allow any employee who is eligible to enroll in the employer benefits the option of enrolling a domestic partner.\*

Any employee who wishes to add a domestic partner will be advised of the requirements set forth in the Domestic Partner Affidavit to add said partner. Furthermore, said employee has been advised there could be tax implications for adding a domestic partner.

The Domestic Partner of an Employee shall be:

- A "life partner of either the same sex or opposite sex of the employee;
  - Not legally married or separated, to either the employee or anyone else;
  - At least 18 years of age and mentally competent to consent to contract;
  - Are each other's Domestic Partners and intend to remain so indefinitely;
  - Have been each other's Domestic Partner for at least 12 months prior to the date of the signed Affidavit;
  - Are not related by blood to a degree of closeness that would prohibit marriage in the State of Maine;
  - Are jointly responsible for each other's common welfare; share financial obligations and share their primary residence.
- D. Cost: The town will pay 85% toward either of the Town sponsored plans above. All employees are responsible for premium costs which exceed the Town's contribution or any additional insurance coverage which is deducted from the employee's pay through the month prior to month covered.
  - E. Opt Out: Employees who do not chose to accept the Town's sponsored coverage will receive a stipend in the amount of \$1,000 per year.



## XI. INCOME PROTECTION

- A. Eligibility: Only Full-Time employees are eligible to receive short term disability coverage paid by the town. Other town employees are eligible to receive benefits, but the cost of the plan is the employee's responsibility.
- B. Coverage: The Town utilizes the Maine Municipal Employee's Health Trust (MMEHT) to offer insurance coverage to its employees. The MMEHT offers plans which provide income benefits to employees who are unable to work due to non-job-related accidents, injuries, or illnesses.
- C. Cost: The town will pay 100% of the value of MMEHT's income protection plan which covers 55% of the employee's salary. If an employee wishes to have a plan with further coverage, the cost difference will be the employee's responsibility. Employees may utilize any available EPL to further extend their coverage.

## XII. RETIREMENT

- A. Eligibility: Only Full-Time employees are eligible to receive retirement contributions paid by the town. Other town employees are eligible to participate in retirement accounts, but the contributions made to that account are employee's responsibility.
- B. Coverage: The Town utilizes Mission Square, formerly known as the International City Managers Association – RC (ICMA-RC) to fund employer contributions to their employees' retirement. Mission Square offers a variety of investment vehicles for employees to utilize to invest their retirement funds. The Town holds no obligation to assist in the decision-making process as to where and how an employee invests their funds within Mission Square.
- C. Cost: The town will fund a 401A account in the amount of 10% of the full-time employee's salary. The employee may choose to fund an additional amount into a 457-plan established in their name as well through a payroll deduction.

### XIII. EXPENSES/JURY DUTY

- A. Expenses: Employees who use their own motor vehicle in the performance of their duties shall be reimbursed at the prevailing mileage rate established annually by the Internal Revenue Service. Other travel related expenses (tolls, parking, etc.) shall be reimbursed upon production of a receipt for said expenses, signed by the employee's immediate supervisor. Meals will be reimbursed at a rate not to exceed \$25 per meal, unless prior approval was obtained by the Town Manager.
- B. Jury Duty: The Town Manager must be notified as soon as an employee receives a summons for jury duty. Upon conclusion of jury service, a certificate from the Clerk of Court verifying the dates of service must be obtained. The Town shall pay an employee their normal pay. Remuneration received from the court must be turned over to the town; minus mileage reimbursement. The employee must report to work on days (or partial days) when service is not required by the court or when excused early.
- C. Court Subpoenas: The Town Manager must be notified as soon as an employee receives a summons to testify in court. Upon conclusion of service, a certificate from the Clerk of Court verifying the dates required must be obtained. The Town shall pay an employee their normal pay. The employee must report to work on days (or partial days) when service is not required by the court or when excused early.

## XIV. SAFETY

### General

The Town considers the health and safety of its employees to be essential to its mission and vital to the efficient operations of the Town. To accomplish this, the Town is committed to providing a safe workplace for its employees and to complying with all state and federal safety regulations.

Safety is a team effort. Accidents, which are generally caused by unsafe acts, unsafe conditions, or a combination of both, can have a direct effect on employees, customers and Town property. We recognize that the success of any accident prevention effort depends on the cooperation and active support of you, your co-workers, managers and supervisors.

The federal Occupational Safety and Health Administration (OSHA) has established mandatory safety guidelines for business and appropriate safety procedures have been instituted throughout the Town. Working safely and complying with such safety procedures is a condition of employment – required by our policies and by law. You are responsible for cooperating in the prevention of injuries to yourself and/or others by observing the following safety rules:

- a. Know your duties and perform them in the safest possible manner, following proper work methods.
- b. Understand and adhere to safety policies and procedures; comply with all Town safety requirements of any safety equipment and/or clothing.
- c. Avoid accidents by being alert to, identifying and correcting unsafe conditions and practices; keep premises free of safety hazards.
- d. The Town has invested in equipment that is designed to enable you to do your work more efficiently and effectively; you are responsible for the proper care and use of this equipment to maintain it in good operating condition.
- e. If you are operating a vehicle – your own or the Town’s – as part of your job duties, you are always expected to observe all traffic regulations and practice safe driving.
- f. Immediately report to your supervisor all identified hazards, unsafe conditions and/or practices, defective or malfunctioning equipment, and any illness, accident or discomfort experienced in the workplace.

## Work-Related Accidents and Injuries

Any accident, minor or major, could result in personal suffering and an inability to perform your work well. While every effort is made to ensure that your working environment is as safe as possible, your alertness, cooperation and awareness of accident hazards are key. If you become aware of a hazard, it is your duty to let your supervisor know as soon as possible. Please exercise personal caution and good judgment in all your work. Your well-being and that of fellow employees and customers is everyone's responsibility.

A work-related accident or injury is one that occurs during the hours that you are at work and is directly caused by activities that you perform as part of your job. If you are injured while performing work-related duties, or experience a work-related illness, *you must report it to your supervisor immediately*, even if the injury is a seemingly minor one. Failure to promptly report an injury could affect your ability to obtain workers' compensation benefits later.

If medical attention is required, you will be sent to the Town's occupational health provider and will be asked to provide information regarding the circumstances of your injury or illness, including its nature and severity. When you must lose time from work as a result of your injury, you are expected to keep your supervisor informed, on a regular basis, of your recovery status and return-to-work plans. The Town will make every reasonable effort to accommodate your return to work as quickly as possible.

## Fire and Emergency Procedures

While our facilities are maintained and as secure as possible against fire hazards, there may be occasions when a fire or other emergency will require prompt action, including evacuation of the building. Please speak with your supervisor about emergency procedures for your work area.

## Security

The Town has instituted measures to safeguard your personal security, as well as Town facilities, products, and equipment. You are expected to follow all Town and department security procedures. Please speak with your supervisor regarding security procedures for your work area.

## Use of Vehicles

Personal Vehicle: If you are required to use your personal vehicle for approved business purposes, you will receive a vehicle allowance equal to the current Town mileage reimbursement rate which matches the federal mileage reimbursement rate. This allowance is to compensate for the cost of gasoline, oil, depreciation, and insurance and is reimbursed to you upon submission of

the proper documentation. The mileage reimbursement is paid only for miles driven on Town business. In addition, you may claim reimbursement for parking fees and tolls actually incurred while on Town business. Your supervisor must approve all reimbursement claims before they are submitted to the Town Treasurer.

In order to use your own vehicle for approved business purposes, you must have a valid unrestricted license from the state in which you operate and a current vehicle inspection sticker. You must also provide proof of insurance; minimum required limits are \$100,000/\$300,000 bodily injury and \$20,000 property damage.

**Town-Owned Vehicles:** You may have a Town vehicle assigned to you for regular, temporary, or occasional use. If you are assigned a Town vehicle, you are completely responsible for its care, safe operation, and appropriate use. You are expected to obey all federal, state, and local traffic laws and Town policies, and to always demonstrate safe and courteous driving habits. The following rules pertain to the use of Town-owned vehicles:

- a. Vehicles assigned for use during normal working hours only are to be garaged at Town designated facilities overnight. Vehicles assigned to you for your continuing use may, with supervisory permission, be stored at locations other than Town facilities. Managers are responsible for the custody of vehicles assigned to their departments.
- b. Non-employees are permitted to ride in Town vehicles for business-related reasons or in emergency situations but are not permitted to drive Town vehicles. At no time may a Town vehicle be used by anyone other than you or loaned to anyone, including your family members.
- c. Except as expressly authorized by management, Town vehicles – including cars, trucks and plows – are not to be borrowed, used for personal use, or used to transport non-employees in situations unrelated to Town business.
- d. If personal use of a Town vehicle is authorized, accurate records must be maintained regarding business-use mileage and personal-use mileage for tax reporting purposes. Personal use of a Town vehicle may be treated as a taxable benefit to you under IRS guidelines.
- e. You are always expected to use good judgment and common sense when using Town vehicles. This includes using fuel conservation techniques (i.e., shutting off engines when vehicles are left unattended), observing speed limits, and using hands free cell phone devices in a safe manner (e.g., be aware of traffic around you and don't use

phones in heavy traffic; the best course of action is to pull out of traffic while using). It is always required that seat belts be used in all Town-owned vehicles, whether you are a driver or passenger.

- f. You are responsible for paying any fines associated with parking, speeding, or other traffic violation tickets that are issued while the vehicle is assigned to you. Because your driving record and accident history have a direct impact on insurance coverage costs paid by the Town, repeated traffic violations or motor vehicle accidents will result in loss of vehicle privileges and may be cause for disciplinary action. The Town may conduct driver license and/or driving record checks annually or if need arises.

## XV. POLITICAL ACTIVITY

While performing their normal work duties, employees shall not seek or accept nomination or election to any office in the Town government and shall not use their influence publicly in any way for or against any candidate for elective office or any current cause within the town government. This rule is not to be construed to prevent employees from becoming or continuing to be members of any political organization, from attending political meetings, from expressing their views on political matters outside of work, or from voting with complete freedom in any election.

**Failure to abide by this rule shall result in disciplinary action.**



## XVI. HARASSMENT

### **Policy:**

It is the policy of the Town that all our employees should be able to work in an environment free from all forms of harassment. Harassment, as defined by this policy, is prohibited. This policy refers not only to supervisor-subordinate actions, but also to actions between co-workers. Any complaints of harassment will be investigated promptly. There will be no intimidation, discrimination or retaliation against any employee who makes a report of harassment.

### **Sexual Harassment:**

It is illegal for any employee to sexually harass another employee and for any supervisory employee to permit any act of sexual harassment in the workplace by anyone.

### DEFINITION OF SEXUAL HARASSMENT UNDER STATE LAW

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- a. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- b. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- c. Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

### DESCRIPTION OF SEXUAL HARASSMENT

The following type of conduct is considered to be sexual harassment and is not permitted:

- a. Physical assaults of a sexual nature such as:
  - (1) Rape, sexual battery, molestation, or attempts to commit these assaults; and

- (2) Intentional physical conduct which is sexual in nature, such as touching, pinching, patting, grabbing, brushing against another employee's body, or prodding another employee's body.
- b. Unwanted sexual advances, propositions or other sexual comments, such as:
  - (1) Sexually oriented gestures, noises, remarks, jokes, or comments about a person's sexuality or sexual experience directed at or made in the presence of any employee who indicates or has indicated in any way that such conduct in their presence is unwelcome.
  - (2) Preferential treatment or promise of preferential treatment to an employee for submitting to sexual conduct, including soliciting or attempting to solicit any employee to engage in sexual activity for compensation or reward; and
  - (3) Subjecting, or threats of subjecting, an employee to unwelcome sexual attention or conduct or intentionally making performance of that employee's job more difficult because of that employee's sex.
- c. Sexual or discriminatory displays or publications anywhere on municipal grounds by employees, such as:
  - (1) Displaying pictures, posters, calendars, graffiti, objects, promotional materials, reading materials, or other materials that are sexually suggestive, sexually demeaning, or pornographic, or bringing into the work environment or possessing any such material to read, display or view at work.
  - (2) Reading or otherwise publicizing in the work environment materials that are in any way sexually revealing, sexually suggestive, sexually demeaning, or pornographic; and
  - (3) Displaying signs or other materials purporting to segregate an employee by sex in any area of the workplace (other than restrooms and similar semi-private lockers/changing rooms).

### **Other Types of Harassment:**

Derogatory or vulgar comments regarding a person's sex, religion, age, ethnic origins, physical appearance, or the distribution of written or graphic material having such an effect, are prohibited.

**Reporting of Harassment:**

Any employee who believes they have been the subject of such harassment should report the alleged conduct to a supervisor or the Town Manager. Any supervisor or employee who is found, after appropriate investigation, to have engaged in any harassment will be subject to discipline, up to and including discharge.

**Training:**

All employees must participate in a Harassment/Sexual Harassment training course

## XVII. DRUGS, ALCOHOL & TOBACCO

- A. Tobacco. No use of tobacco products, including cigarettes, smokeless tobacco, and electronic cigarettes, is permitted within the facilities or on any Town-owned property at any time. “Property” means the organization’s facilities “curb to curb,” including offices, grounds, adjacent sidewalks, parking lots, town owned vehicles, and employee vehicles parked on owned and leased property.
- B. Drugs and Alcohol. The Town of Newcastle retains the right and responsibility to expect each employee to report for work and to perform their duties in a manner which does not jeopardize the health and safety of co-workers and the public. Work performance impaired by alcohol or drugs, both legal and illegal, poses a threat to the well-being of employees and the public. Further, the State recognizes that an employee's consumption of drugs and alcohol, both on and off the job, can have a detrimental impact in the workplace. Therefore, it is the Town’s policy to maintain an alcohol and drug-free work environment.

In order to protect the health and safety of all Town employees and the general public, the policy follows:

Whenever employees are working, operating any Town vehicle, operating a personal vehicle on Town business, present on Town premises, representing the Town, or conducting Town-related work offsite, they are prohibited from:

- a) using, possessing, buying, selling, manufacturing, or dispensing drugs or alcohol;
- b) being under the influence of alcohol or any drug as defined in this policy.

Drug: any substance that adversely affects an employee’s ability to safely and effectively perform their job duties.

Any employee who is under the influence of alcohol or drugs (as defined in this policy), or who possesses or consumes alcohol or drugs on the job or in the workplace has the potential for disrupting their own, as well as their co-workers', safe and efficient performance of duties. Such employees shall be subject to disciplinary action up to and including dismissal of employment.

Any illegal substance found in the workplace will be turned over to the appropriate law enforcement agency and may result in criminal prosecution.

Any employee who is convicted of a criminal drug statute violation occurring on the job or in the workplace shall be terminated.

## XVIII. RESIGNATION

To remain in good standing upon departure with the Town of Newcastle, all employees resigning from Town employment will give a written two-week notice.

## **XIX. DISCIPLINARY ACTION**

### **Introduction:**

Whenever, in the supervisor's judgment, an employee's performance, attitude, work habits, or personal conduct at any time falls below an acceptable level, the supervisor will inform the employee promptly and specifically of such lapses and give counsel and assistance. If appropriate and justified, a reasonable period of time for improvement may be allowed before initiating disciplinary action. In some instances, a specific incident in and of itself may justify severe disciplinary action, up to and including immediate discharge. The action to be taken depends on the seriousness of the incident and of the employee's past performance and conduct. Supervisors/department heads shall report any disciplinary action taken to the Town Manager within 48 hours of the incident which prompted the disciplinary action. This time limit excludes Saturdays, Sundays and holidays.

### **Appeal:**

An employee who feels that they have been treated unfairly shall have access to the grievance procedure as outlined in these rules and regulations.

### **Alcohol and Drug Abuse:**

- a. Policy: It is the policy of the Town to recognize alcohol and drug abuse as a treatable disease. However, it is not the intent of the Town to accept below standard performance nor to restrict supervisors in dealing with performance problems.
- b. Whenever appropriate, the Town shall refer employees to appropriate agencies and organizations to seek treatment. However, the possession, sale, or use of drugs (as defined in XVII. Drugs, Alcohol, and Tobacco) on the employer's premises is strictly prohibited and is grounds for immediate dismissal. The use of alcohol on premises is also prohibited, and is grounds for dismissal, except at Town sanctioned events (i.e., receptions, etc.)

### **Unacceptable Conduct:**

Disciplinary action, up to and including immediate dismissal, may result from performance, attitude, work habits, or personal conduct that falls below an acceptable level. Unacceptable conduct includes, but is not limited to, the following:

- a. Insubordination: refusal to comply with the proper order of an authorized supervisor.

- b. Theft or destruction: stealing, misappropriation of Town funds; or carelessly or willfully causing destruction of Town property.
- c. Intoxication or Disgraceful Conduct: conduct under the influence of intoxicants (see also section b of XVII. Drugs. Alcohol, and Tobacco) while on duty whenever behavior threatens order, safety, health, or public respect for the Town service and when such conduct is solely the fault of the employee.
- d. Discourtesy: discourtesy to the public, supervisors, or co-workers while on the job.
- e. Poor Attendance: habitual tardiness, excessive absence, abuse of sick leave, or absence without authorized leave.
- f. Acceptance of monetary fees: acceptance of money or other valuable consideration given with the intent of influencing the employee in the performance of their official duties.
- g. Improper use of authority: use of official position or authority for personal profit or advantage.
- h. Falsification of Records: including, but not limited to falsification of application papers.
- i. Poor Job Performance: evidence of continued unsound judgment in performing official duties or failure to comply with the adopted policies and procedures of the Town.
- j. Sale of Goods or Services to the Town: Any attempt to sell materials, goods, services, etc., to the Town in which a Town employee may receive financial gain or remuneration.
- k. Criminal Activity: conviction for any criminal activity may be cause for the dismissal of employment.

### **Reprimands, Suspensions, Discharge:**

Disciplinary action may include, but is not limited to, some or all of the following. If appropriate and justified, a reasonable period of time for improvement may be allowed before initiating any disciplinary action. In general, three warnings will be given before suspension or dismissal. In some instances, however, a specific incident in and of itself may justify severe disciplinary action, up to and including immediate discharge. The action to be taken depends on the seriousness of the incident and of the employee's past performance and conduct.

- a. Oral Reprimand is defined as a verbal notice to an employee that their behavior or performance must be improved or corrected. An oral reprimand may be given by the immediate supervisor and should define the improvement or corrective action required. The supervisor should inform the employee that failure to comply with the oral warning will result in more serious action. Supervisors shall record the date and the subject of the oral reprimand, and this record shall be placed in the employee's personnel file.
- b. Written Reprimand is defined as a written notice to an employee that their performance or behavior must be improved or corrected. Such notice may be given by an immediate supervisor and shall contain a statement of the cause for the action, improvement or corrective action required of the employee, time frames for such action, and possible results of the employee's failure to comply. Written reprimands shall be placed in the employee's personnel file. An employee receiving a written reprimand may respond to the action and a copy of the response shall be attached to the reprimand.
- c. Suspension is defined as the temporary removal of an employee from duty without pay. An employee on suspension will not receive holiday pay nor accumulate sick time and personal time. Suspension should be used when all other means have been tried without success and it is believed that suspension will bring about the required improvement in the employee's behavior or performance, or when the cause is sufficiently serious to warrant such action. The decision to suspend an employee shall be the responsibility of the Town Manager.
- d. Discharge is defined as the removal of an employee from Town service. Discharge will be used when all other means of improving the employee's behavior have failed, or when the nature of the misconduct warrants this action. The decision to discharge an employee shall be the responsibility of the Town Manager.



## XX. GRIEVANCE PROCEDURE

**Policy:** A grievance is a dispute between any employee and the Town concerning the interpretation or application of the terms of employment. Excluded from consideration as a grievance are those matters pertaining to management's judgments of qualifications and/or performance relating to hiring or promotion of personnel, and compensation adjustments, except that regular employees may appeal performance evaluations.

**Procedures:** All Personnel

1. Any employee who perceives a grievance as defined, shall, within ten (10) working days submit a written statement / email setting forth the specific nature and details of the grievance to their supervisor, who shall attempt to resolve the matter within five (5) working days thereafter. Proceed to Step 2 if neither a nor b below apply:
  - a. If the employee does not have a supervisor or if the grievance involves the conduct of the employee's supervisor, the grievance shall be submitted directly to the Town Manager (proceed to Step 3).
  - b. If the grievance involves the conduct of the Town Manager, the grievance shall be submitted directly to the Select Board Chair via email (proceed to Step 5).
2. In the event the matter is not thereby resolved, the employee may within five (5) working days following the supervisor's decision, or failure to act, bring the grievance in writing to the attention of the Town Manager.
3. The Town Manager shall schedule a date to hear the grievance of the employee which shall be not less than five (5) nor more than ten (10) working days from receipt of the written statement. The Town Manager shall have five (5) working days thereafter in which to consider the matter and render a decision in writing.
4. The employee may appeal the decision of the Town Manager to the Select Board within five (5) working days by submitting an email request to the Chair of the Select Board and the Town Manager.
5. In the event that the Select Board does not make a decision within thirty (30) days from the date of correspondence with the Chair of the Select Board (as outlined in Step 1a or step 4 above), the unresolved issue shall be submitted to Arbitration, as provided by the Municipal Public Employees Labor Relations Law. Expenses of Grievance Procedures and Arbitration, if any, shall be divided equally between the Town and the employee. Each party shall be responsible for their own legal fees.

## XXI. SELECT BOARD

The Select Board shall deal with administrative services solely through the Town Manager and will not give orders to any subordinate of the Town Manager either publicly or privately.

This does not prevent Select Board members from appointing committees or commissions of its own members or of citizens to conduct investigations into the conduct of any official or department, or any matter relating to the welfare of the Town.

## XXII. CONFLICT OF INTEREST

### Section 1. Statement of Policy

It is the Policy of the Town of Newcastle that the proper operation of democratic government requires that public officials be independent, impartial, and responsible to the citizens, that public office not be used for personal gain, and that the public have confidence in the integrity of its municipal government.

The purpose and intent of this article is to promote the objective of protecting the integrity of the government of the Town of Newcastle against actual or reasonably perceived conflicts of interest, either financial or because of a personal relationship, without creating unnecessary barriers to Public Service.

### Section 2. Definitions

#### A. Personal Relationship

The term “personal relationship” means any family, affectional, or social relationship that is characterized by one or more of the following:

1. Persons who are spouses, or parent and child
2. Persons who share a physical intimacy with each other
3. Persons who acknowledge an ongoing romantic relationship with each other
4. Persons who live together in the same residence
5. Persons who intermingle their financial assets without an accounting of separate ownership interests
6. Financial involvement

#### B. Financial Involvement

The term financial involvement means any existing (or current efforts toward achieving) ownership or investment interest, contract right, significant customer relationship, or employment relationship, of or with a public official or a person with whom the public official has a personal relationship.

### Section 3. Standard of Conduct

A public official shall refrain from participation as an official in a matter when there is an actual, potential, or reasonably perceived conflict of interest arising from a personal relationship or

financial involvement that would cause a reasonable person to believe that the public official cannot act in their official capacity without self-interest.

#### **Section 4. Applicability of Conflict of Interest Guidelines**

When a Select person, Board member, Town Manager, or other Town official or employee has a doubt as to the applicability of a provision of this guideline to a particular situation, they should apply to the Select Board for an advisory opinion and be guided by that opinion.

The Select Board, Board member, Town Manager, or other official or employee shall have the opportunity to present their interpretation of the facts at issue and of the applicable provision(s) of the guideline before such advisory decision is made.

#### **Section 5. Select Board**

No member of the Select Board, or a firm in which they exercise control during their term of office, shall be allowed to contract with the town to supply any goods or services unless they are procured by a competitive process in which the select person with a conflict of interest has not participated as an official.

It shall be the responsibility of the Select Board to assure the public that a select person having a direct or indirect relationship that could be construed as a conflict of interest has recused themselves from all participation concerning the service to be rendered.

The action shall be recorded in the minutes of the Select Board.

Should any member of the Select Board seek the opportunity to acquire contractual work for the Town, they shall give notice of such interest to the remaining Select Board. This notice shall be placed on the agenda of a regular meeting of the Select Board before bids are advertised for the contractual service. The remaining Select Board shall determine the appropriateness of the proposed participation by a member of the Select Board. The action shall be recorded in the official minutes of the meeting.

#### **Section 6. Other Officials and Employees**

Any official or employee of the Town, other than members of the Select Board, who has a personal relationship with anyone in any contractual relationship with the Town or who has a financial interest, directly or indirectly, in any contractual relationship with the Town, or in the sale to the Town of any land, material, supplies, or services, or who is contractor supplying the

Town with any services or materials shall make known their specific interests to the Select Board in writing before proceeding to deliver the services.

Further, the town official or employee shall refrain from voting upon or otherwise participating in any decisions regarding the sale of any contractual services to the Town.

An official or employee of the Town shall be deemed to have direct or indirect financial interest under this section when that person has any financial interest in any business retained by the Town to perform a service, or has a personal relationship with an officer, director, partner, associate, employee, or stockholder for a private corporation business, or other economic entity to which this section relates.

### **Section 7. Outside Employment**

Full-time employment with the Town is considered an individual's primary employment. An employee may not engage in additional employment which in any manner interferes with the proper and effective performance of the duties of their position or results in a conflict of interest. Notification of all outside employment shall be provided to the Town Manager.

### **Section 8. Use of Town Property**

Town-owned vehicles, materials, facilities, or equipment, including shops and tools, shall not be used by town employees or their families for any personal or private use without the express consent of the Town Manager. All facilities and equipment are provided by the public and should be used only for public uses.

### **Section 9. Gifts and Favors**

No Board member or other official or employee shall accept any valuable gifts that total more than \$200.00 per fiscal year, whether in the form of service, loan, thing, or promise, from any person, firm, or corporation which, to their knowledge is interested directly or indirectly in any manner whatsoever in business dealing with the Town. Nor shall any such official or employee accept any single gift greater than \$100.00 or any other favor or thing of value that may tend to influence them in the discharge of their duties. Police officers are governed by the law enforcement code of ethics and may not accept any gifts at all.

### **Section 10. Employment of Family Members**

The spouses and children of the Town Manager or a member of the Select Board may not be employed by the Town, with the exception of employment by the School Department. The spouse or child of any Department Head may not be gainfully employed in their department.

### **Section 11. Representing Private Interests Before Town Agencies or Courts**

No Board member or other official or employee whose salary is paid in whole or in part by the Town shall appear in behalf of private interests before any agency of the Town. They shall not represent private interests in any action or proceeding against the interests of the Town in any litigation to which the Town is a party.

A Board member may appear before Town agencies on behalf of constituents in the course of their duties as representative of the electorate or in the performance of public or civil obligations. However, no Board member or other official or employee shall accept a retainer or compensation that is contingent upon a specific action by a Town agency.

Nothing in this guideline shall deny any Board member or other official or employee from appearing before any agency of the Town on their own behalf, provided the records of the proceedings clearly state the fact that they are appearing on their own behalf, and provided further that the nature of their interest is clearly set forth in the records.

### **Section 12. Disclosure of Interest in Legislation**

A Board member who has a financial or other private interest in any legislation shall disclose on the records of the Select Board or other appropriate authority the nature and extent of such interest.

Any other official or employee who has a financial or other private interest, and who participates in discussion with or gives an official opinion to the Board, shall disclose on the records of the Select Board or other appropriate authority the nature and extent of such interest.

### **Section 13. Violations**

Any select person, town official or employee who conceals such financial or personal interest or otherwise violates the requirements of this policy, either intentionally or otherwise, may be subject to recall or removal from office.

## XXIII. EMAIL/INTERNET

1. “Electronic email, Internet, and telecommunication access are resources made available to Town employees to communicate with each other, other governmental entities, companies, and individuals for the benefit of the Town”.
2. “The system is Town property and intended for Town business. The system is not to be used for employee gain or to support or to advocate for non-Town related business or purposes.”
3. Acceptable and Unacceptable Activities
  - a. The use of Town email and internet will not be used to harass another person, business, or entity of any kind, any illegal activity, personal gain, or to download personal materials. This may or may not be an exhaustive list of unacceptable practices.
  - b. All employees with email or internet access shall not intentionally seek information and will not use Town resources to obtain anything of a personal nature. Employees need to respect the legal protection of programs and data protected by copyright and license. State and federal law prohibits unauthorized use of disclosure of data. As property of the Town the computer systems within it should be protected from harm at all times. Unauthorized downloads or the altering of existing systems including hardware and/or software is prohibited without written authorization. This is by no means a comprehensive list of accepted or unaccepted uses and if a user has a question they should ask. The occasional personal use of email to communicate with a friend in a brief non-offensive manner will be permitted. Also, the occasional order placed over the internet on the employee’s personal credit card is allowed. The Town understands not everyone has a system at home and seeks to be fair and accommodating to its employees.
  - c. The Town has the right and may from time to time monitor sites visited and other computer activity by individual or all users of the system.
  - d. Personal cell phone use must be limited during office hours.
4. Any violation of this section could result in disciplinary action and some violations will result in disciplinary action up to and including dismissal.

## XXIV. DISABILITY ACCOMODATION

The Town is committed to complying fully with the Americans with Disabilities Act (ADA) and ensuring equal opportunity in employment of qualified persons with disabilities. All employment practices and activities are conducted on a non-discriminatory basis.

Hiring procedures have been reviewed and provide persons with disabilities meaningful employment opportunities. Pre-employment inquiries are made only regarding an applicant's ability to perform the essential duties of the position.

Reasonable accommodation is available to all disabled employees, where their disability affects the performance of job functions. All employment decisions are based on the merits of the situation in accordance with defined criteria, not the disability of the individual.

Qualified individuals with disabilities are entitled to equal pay and other forms of compensation (or changes in compensation) as well as in job assignments, classification, organizational structures, position descriptions, lines of progression, and seniority lists. Leave of all types will be available to all employees on an equal basis.

The Town will not discriminate against any qualified employees or applicants because they are related to or associated with a person with a disability. The Town adheres to any state or local law that provides individuals with disabilities greater protection than the ADA. Furthermore, the Town is committed to taking all other actions necessary to ensure equal employment opportunity for persons with disabilities in accordance with the ADA and all other applicable federal, state, and local laws.