

ADOPTED BY THE BOARD OF PUBLIC WORKS ON JUNE 20, 2007

TO ALL EMPLOYEES OF THE DEPARTMENT OF PUBLIC WORKS

SUBJECT: ASSIGNMENT OF PERSONNEL

The Board of Public Works recognizes that under the Employee Relations Ordinance, the assignment of personnel is a management right.

The Board also recognizes that good personnel practice dictates that employees' wishes be considered.

To discharge this obligation, management must give due consideration to two basic factors:

- (1) The needs of the organization; and
- (2) The wishes of the employee.

When these two factors are incompatible, assignment must be made on the basis of organizational needs.