FY 2018-19 Albemarle County
Online Annual Training
Slides with additions/revisions since FY17-18 have titles in red.
Employee Recognition Program

• Each department has a budget to recognize and reward employees who meet certain recognition criteria. Nominations for recognition can be made by anyone—a peer, supervisor, direct report, or someone in another department.

• The County also sponsors the annual “Living Our Values” program, which aims to recognize those local government employees who best exemplify the County’s values of Integrity, Innovation, Stewardship, and Learning. County employees can nominate a peer (or peers) in their department or in another department whom they believe deserves such an award.

• For more information about the County’s Employee Recognition programs, click here.
Americans with Disabilities Act (ADA)

- The ADA is a federal law that prohibits discrimination in employment against individuals who have physical or mental disabilities.
- Under the ADA, an employer is required to make “reasonable accommodations” for the disability-related limitation of the employee or job applicant unless it would cause the employer “undue hardship.”

Supervisors’ Responsibility

- If an employee or job applicant requests, or you think he/she may need, reasonable accommodations in order to perform his/her job duties, please contact HR immediately.
Criminal Conviction or Arrest [P-05]

• If any employee, whether full-time or part-time, probationary or non-probationary, is arrested for a criminal violation of any kind, whether misdemeanor or felony, he/she is required to report such arrest promptly to his/her supervisor or department head within one (1) business day.

• An arrest must be reported regardless of whether it occurred on-duty or off-duty.

• An arrest occurs even if an employee is released on a criminal summons and is not taken into an officer’s custody.

• Failure to report will lead to disciplinary action, up to and including termination.

• Felony and misdemeanor convictions have the same reporting requirement.

Click [here](#) to read the Effect of Criminal Conviction or Arrest policy.
Grievances

• Virginia Code requires Albemarle County to have a fair and timely defined Grievance Procedure.

• In Albemarle County, the County Executive’s Office determines grievability.
Grievances

• **Items that are grievable include:**
  – Reprimands, involuntary demotions, terminations, discrimination on the basis of race, gender, religion, political affiliation, age, disability or national origin

• **Items that are NOT grievable include:**
  – Leave accrual, classifications, merit increases, transfers/reassignments, loss of stipends, shift differentials
Grievances

• Human Resources tracks the strict deadlines during the grievance process. Details on the grievance process can be found [here].
• Contact Human Resources IMMEDIATELY if you want to initiate a grievance.
• Grievances must be started within 20 calendar days of the grievable issue.
County employees are either exempt or non-exempt from Fair Labor Standards Act guidelines. If you are not sure of your status, check your job description.

**Exempt employees (most managers)**

• Considered “salaried” employees and do not earn additional compensation (overtime/compensatory time leave) if they work over 40 hours

**All non-exempt employees**

• Permission to work additional hours and overtime MUST be requested in advance.
• In the situation of dual job employees, communication is required between the two departments to assure that all hours the employee works are accounted for. Hours above 40 are paid at a blended rate, as calculated by HR.
• If an employee believes that he/she is not being compensated for all hours worked, the employee should contact Human Resources.

**Non-exempt employees with a scheduled 40-hour (or more) workweek**

• Must physically work 40 hours before accruing overtime. Leave (annual, personal, sick, holiday, etc.) does NOT count towards hours physically worked.
• With supervisor approval and employee agreement, employees may receive compensatory time leave (at time and a half) for additional time worked over 40 hours in a workweek instead of receiving overtime pay.

**Non-exempt employees with a scheduled 39.5-hour (or less) workweek**

• Must physically work the scheduled number of hours for the workweek before accruing additional pay (straight pay) for additional hours worked and must physically work over 40 hours before accruing overtime (time and a half pay). Leave (annual, personal, sick, holiday, etc.) does NOT count towards hours physically worked.

**Public Safety Hazardous Duty employees**

• Other rules apply; please talk to your supervisor for more information.
Fair Labor Standards Act (FLSA) [P-61]

What counts as time worked for non-exempt employees?

• **Workweek**
  – Albemarle County’s official workweek is Saturday 12:01 a.m. - Friday 12 midnight but may differ in certain departments. All work performed during the workweek counts towards hours for calculating overtime.

• **Meal and Rest Periods**
  – Lunch breaks (30 minutes or more) are not work hours and are not paid.
  – If the employee is required to perform any duties, whether active or inactive, while eating, then that time most likely has to be paid (except for certain circumstances).
  – Short breaks (normally 5 to 20 minutes) are counted as hours worked and must be paid.

• **Waiting Time/Restrictive On-Call Time**
  – Hours worked when the employee is unable to use the time effectively for their own purposes or the time is controlled by the employer.
  – Employee has to stay on the employer’s premises
  – Employee has to stay so close to the employer’s premises that the employee cannot use that time effectively for his or her own purposes
  – The employee is so restricted that he/she can’t use time for personal purposes

Click [here](#) to read the Overtime/Compensatory Time policy.
Timesheets & Leave Forms

Timesheets

- Need to be completed at least weekly by all non-exempt staff, signed by the supervisor, and turned into department’s leave person by the Monday after the workweek ends.
- Monthly Leave Report is completed by exempt staff if leave is used during the month.
- Can be completed electronically or on paper

Do Albemarle employees have to record their exact in and out times, including lunch?

- **IT DEPENDS!** FLSA only requires that employers have an accurate record of the total number of hours worked every day – not specific times.
- However, departments may choose to have employees record exact in and out times depending on their specific needs.

For supervisors:

- Be aware that if your employee works without taking a lunch break (e.g., from 8 am-5 pm), they may be accruing overtime.
- It is your responsibility to manage employee schedules to avoid unauthorized overtime—this may include requiring a lunch break. You may discipline an employee for working during their lunch period without permission.
Family and Medical Leave Act (FMLA) [P-90]

• FMLA provides up to 12 work weeks of unpaid, job-protected leave per rolling year (can be used in “blocks” or intermittently) to eligible employees for:
  – the serious health condition of the employee, spouse, child, or parent
  – pregnancy, adoption, or foster care
  – qualifying exigency for a covered family member on military active duty.

• FMLA can run concurrently with available accrued paid leave benefits.
  – Paid benefits may include sick, sick leave family, personal, annual, comp time, short-term disability or sick bank.

• Time missed during worker’s compensation-related injuries may also run concurrently.

• Time taken off for FMLA does not count against the employee’s attendance record.

Supervisor’s responsibility

• Encourage employees who miss more than three days to check with HR to see if they are eligible for FMLA or other benefits.

Click [here](#) to read the FMLA policy.
Line of Duty Benefits

The Line of Duty Act (LODA) is a Virginia mandated program for public safety hazardous duty employees/volunteers who die or are disabled as the direct or proximate result of the performance of his/her duty.

- Provides financial assistance to approved individual/beneficiary(ies)
- Provides continued health insurance coverage for approved individual and/or his/her eligible dependents
- Is awarded following an application/review filed by the employee/volunteer or surviving beneficiary(ies)
- Contact HR for additional questions.

Click [here](#) to review the Line of Duty Act.
Freedom of Information Act (FOIA) [AP-12]

- Under the Freedom of Information Act (FOIA), almost all documents in the possession of County employees are available for public scrutiny including, but not limited to, emails, handwritten notes, receipts, and draft documents.
- Almost any request from a member of the public should be considered a FOIA request—it does not need to be in writing, nor does it need to refer to FOIA.
- If you get such a request, please contact your department’s FOIA coordinator immediately—state law requires that the County respond to the requester within five (5) working days.

Click [here](#) to read the FOIA policy.
Sexual Harassment [P-21]

- Sexual harassment is prohibited by the County because it erodes morale, impairs employees’ work ability and violates state and federal law.
- Harassment can take many forms: requests for sexual favors, romantic relations between supervisors and subordinates, retaliation for refusing a sexual favor, physical touching, and the creation of a hostile working environment (e.g., pin-up calendars, inappropriate emails and jokes, etc.).
- Harassment can be from peers, managers, subordinates, or non-employees (citizens, subcontractors, etc.) with whom employees come into contact at work.
Sexual Harassment [P-21]

Supervisors’ responsibility

• If you get a complaint, however small, take it seriously and go directly to HR. This includes complaints about non-employees.
• Do not do your own investigation. Instead, talk to HR.
• Realize you can be held personally liable if you knew about it or should have known about it.

Employees’ responsibility

• You have the right to a workplace free of sexual harassment. If you are uncomfortable with any person’s behavior, you should ask him or her to stop it immediately.
• If you believe you may have witnessed or experienced sexual harassment, please report it to your supervisor as soon as possible.

Click [here](#) to read the Sexual Harassment policy.
All County employees are expected to meet minimum standards of conduct. These include, but are not limited to, the following:

• Timely and regular attendance
• Dependable application of time
• Satisfactory work performance
• Appropriate attire
• Courteous and professional behavior toward the public and fellow employees

Click [here](#) to read the Standards of Conduct policy.
Access to Medical Records

• All employees and/or their designated representatives have a right to access their own Exposure and Medical Records maintained by the HR Department.

• Your records are maintained for the length of your employment + 30 years.

• For further information or to review your file, contact your HR representatives. Your file will be available for review within 15 days.

• Non-work-related personal health information cannot be used or shared without your written permission.
In the Event You Are Injured at Work
[P-89]

• In the event of an emergency, please call 911 or go to the nearest Emergency Room!
• Notify your supervisor of injury.
• Call Company Nurse Injury Hotline at 1-888-770-0925. If you do not wish to call or you’re unable to call, your manager/supervisor must call on your behalf and report the injury.
• Sign the Panel of Physicians Form and return a signed copy to HR for your medical file. (If there is a need for medical treatment, you will only be eligible for reimbursement if you are seen by a doctor on the approved Panel of Physicians.)
• All doctor’s notes must be sent to both VACORP and HR for your medical file.
• You may use the VACORP First Fill Prescriptions Form to fill any prescriptions for injury.
• If you miss time from your scheduled work, your supervisor is responsible for tracking the amount of time missed and reporting it to HR. You are responsible for recording missed scheduled time on your timecard and noting when you are out on light duty due to your injury. If you miss more than three (3) days, you or your supervisor must notify HR to start the Family Medical Leave (FML) process.
• Remember that just because you are injured at work does not mean it will be covered by Workers’ Compensation insurance. Your claim is ultimately approved by VACORP, the workers’ comp administrator.
• If your claim is denied, you may appeal with the WC Commission.
• Contact HR throughout the process for questions, concerns or assistance.

Click here to read the Workers’ Compensation policy.
Hazard Communication

- Globally recognized pictogram labels are used on chemicals in the Globally Harmonized System (GHS).
- An inventory of all chemicals used in your work environment has been created, and this list is stored electronically. Click [here](#) to access it (note: this link takes you to an external site; if prompted to log in, hit the Cancel button).
- If you need to add a chemical, please contact your supervisor or Leanne Knox.
- A Safety Data Sheet (SDS) is available on each of these chemicals and tells you the identity, hazards and the manufacturer of the chemical and safety precautions you should take when using it.
- It is also important for you to understand labels which are used to indicate the type of hazard and the degree of hazard the chemical may pose.
Understanding GHS Labels

- There are 9 pictogram labels under the GHS protocols.
- In addition, there are two signal words: **Danger** (greater hazard) and **Warning** (lesser hazard).
Bloodborne pathogens are infectious microorganisms present in blood that can cause disease in humans.

These pathogens include, but are not limited to, hepatitis B virus (HepB), hepatitis C virus (HepC), and human immunodeficiency virus (HIV), the virus that causes AIDS.

Workers exposed to bloodborne pathogens are at risk for serious or life-threatening illnesses.

- Employees should report any exposure as a workers’ compensation injury/incident.
- Employees may be covered under deemed consent for testing and release of test results.

If you encounter blood or other body fluids:

- Non-public safety: DO NOT attempt to clean it up. Instead, you should contact Facilities & Environmental Services for their assistance.
- Public safety: Follow your department policy regarding appropriate PPE and processes for blood/body fluids.

For employees at greater risk of exposure to bloodborne pathogens, the hepatitis B vaccination series is available with no cost to the employee.
Emergency Preparedness

• Please familiarize yourself with the evacuation plan for your building.

• Remember that stairways are the primary means for evacuation and that in the event of an emergency, no one is permitted to re-enter the building until advised to do so.

• Click here to check out the Virginia Department of Emergency Management guide for what to do during a tornado, fire, earthquake, or active shooter event.

• Click here to learn the basics of using a fire extinguisher.*

*Fire extinguisher training video provided by www.femalifesafety.org
Wellness Program

• The BeWell Albemarle wellness program is designed to be a resource for participants and site users and is intended for educational and informational purposes only. It is not intended to replace or substitute for the services of trained professionals in any field, including but not limited to medical, legal or financial matters.

• Also, we are required by law to maintain the privacy and security of your personally identifiable health information. You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

Click here to read the full disclaimer and notice regarding the BeWell Albemarle wellness program.
HR Contacts

HR serves both Local Government and School Division employees. The main phone number is 434-296-5827. Local Government contacts include:

- HR Director: Lorna Gerome, Ext. 3016
- HR Assistant Director: Brodie Downs, Ext. 3215
- HR Generalist: Kim Shigeoka, Ext. 5862
- HR Generalist: Davra Miller, Ext. 3015
- Benefits Contact: Main Desk, Ext. 5827
- Leave/FMLA Contact: Tiffany Sackett, Ext. 3303
- Retirement Contact: John McQuilkin, Ext. 3074
- Workers’ Compensation Contact: Jenny Stearns, Ext. 3011
- Benefits Program Manager: Claudine Cloutier, Ext. 3018
- Compensation & Rewards Program Manager: Dana Robb, Ext. 3017
- Learning & Development Coordinator: Elizabeth-Latta Brother, Ext. 3447
- Safety & Wellness Program Manager: Leanne Knox, Ext. 3075
Need more information?

• All of the County’s Personnel Policies are available for review [here](#).
• All of the County’s Administrative Policies are available for review [here](#).

Click [here](#) to complete a short quiz testing your knowledge of County policies and procedures. After successfully completing the quiz, you will sign into a secure site where you verify that you have completed your FY 2018-19 Albemarle County Online Annual Training.