



Los Angeles County
BOARD OF SUPERVISORS POLICY MANUAL

<i>Policy #:</i>	<i>Title:</i>	<i>Effective Date:</i>
9.020	Employee Accountability	04/25/95

PURPOSE

Establishes a high and uniform standard of accountability for employees at all levels of County government.

REFERENCE

April 25, 1995 Board Order, Synopsis 63

POLICY

Each Department Head shall:

Hold his or her employees accountable for their actions;

Act affirmatively to prevent performance problems and document those problems when they occur; and

Take immediate and effective disciplinary action that is commensurate with the offense, as opposed to defensive action that is believed to be comfortably sustainable through the appeals process.