

**Office of the Water Engineer
of the Flathead Reservation Water Management Board
Personnel Policies**

JUNE 2025

Acronyms and Terms.....5

Policy Set 1. Office of the Engineer (Generally)5

1.1 Office of the Engineer Structure 5

1.2 Office Culture and Expectations 5

1.3 Role of the Water Engineer..... 5

Policy Set 2. Authority, Updates, and Distribution.....6

2.1 Scope..... 6

2.2 Management and Retention 6

2.3 Distribution of the Policy to Employees 6

Policy Set 3. OE Employment6

3.1 Attire, Appearance, and Hygiene..... 6

3.2 Attendance..... 7

3.3 Irregular Attendance..... 7

3.4 Work Schedules Allowed..... 7

3.5 Confidential Information 8

3.6 Gifts 8

3.7 Disclosure of Conflicts of Interest 8

3.8 Personal and Family Relationship..... 8

3.9 Use and sale of OE and Board Property for Personal Gain 9

3.10 Political and Lobbying Activities..... 9

3.11 Workweek 10

3.12 Remote Work and Telework 10

3.13	Pay Periods	12
3.14	Travel, Mileage, and Lodging Rates.....	13
3.15	Breaks	13
3.16	Ergonomics	14
3.17	Break Space	14
3.18	Breastfeeding	14
3.19	Inspections and Searches	14
3.20	Overnight Office Use.....	14
3.21	Accommodation	14
	Policy Set 4. Drug & Substance Policy	14
4.1	Drug Free Workplace	14
4.2	Smoking/Tobacco/Vape Use Prohibited	15
	Policy Set 5. Employment Classifications	16
5.1	Employee Types	16
5.2	Exempt and Non-Exempt Position Classification.....	16
5.3	Probationary Period	17
5.4	Permanent Status	17
5.5	Job Descriptions	17
5.6	Position Descriptions	18
5.7	Employee Promotion Plan	18
5.8	Performance Assessments	18
5.9	OE Personnel File	19
	Policy Set 6. Employee Benefits.....	19
6.1	Fair Labor Standards Act (FLSA)	19
6.2	Family Medical Leave Act (FMLA).....	19
6.3	Overtime, Comp Time, & Required Authorization	19
6.4	Types of Leave.....	20
6.5	Paid Holiday Leave	20

6.6	Paid Time Off (PTO).....	21
6.7	Administrative Leave	24
6.8	Bereavement Leave	25
6.9	Jury and Witness Duty Leave	25
6.10	Victims of a Crime Leave	25
6.11	Board Health Benefit Plans.....	25
6.12	Board Retirement Plans	26
	Policy Set 7. Employee Conduct	27
7.1	Workplace Respect Mandate.....	27
7.2	Policy Against Harassment.....	27
7.3	Policy Against Offensive Conduct	27
7.4	Policy Against Discrimination	28
7.5	Policy Against Retaliation.....	28
7.6	Reporting Requirement and Procedures	28
7.7	Action Regarding Submitted Reports.....	29
	Policy Set 8. Employee Grievances	29
8.1	Grievance Defined.....	29
8.2	Employee Grievance Procedure	29
	Policy Set 9. Employee Discipline, Separation, and Termination	30
9.1	Voluntary Resignation.....	30
9.2	Exit Interview	30
9.3	Employee Discipline and Termination	30
9.4	Performance Improvement Plan	33
9.5	OE Property	33
9.6	Final Pay	33
	Policy Set 10. Workplace Safety.....	33
10.1	Workplace Safety Generally	33
10.2	Infectious Disease or Illness in the Workplace	34

10.3	OE Safety Planning.....	34
10.4	OE Building Safety	34
10.5	Worker’s Compensation Insurance	34
10.6	Work Incident Reporting.....	34
10.7	OSHA Compliance.....	35
	Policy Set 11. Technology and Digital Records	35
11.1	OE Employee Cell Phone Number Privacy	35
11.2	Personal Cell Phone Use and Smartphone Agreements.....	36
11.3	Responsibility for OE IT and Computer Security	36
11.4	Office IT Restrictions	37
11.5	Office Phones, Email, and other Communications	37
11.6	Digital Records	38
11.7	OE Printers, Scanners, and Copiers	38
11.8	Approval for Website Updates	38
	Policy Set 12. Social Media, News Media, and Information Requests	38
12.1	Social Media.....	38
12.2	Procedures for Media Contact	39
12.3	Procedures for Meeting Information Requests.....	39

Acronyms and Terms

ADA – American Disabilities Act

Compact – the Confederated Salish Kootenai-Montana Compact set forth in MCA § 85-20-1901.

CSKT or Tribes – Confederated Salish and Kootenai Tribes

DNRC – Montana Department of Natural Resources and Conservation

Employee(s) – the Water Engineer, Office of the Engineer Staff, and Financial employees housed under the Board

FLSA – Fair Labor Standards Act

FMLA – Family Medical Leave Act

Board – Flathead Reservation Water Management Board

OE – Office of the Engineer, Office of the Water Engineer, or Flathead Reservation Office of the Water Engineer

Ordinance – the Unitary Administration Management Ordinance set forth in MCA § 85-20-1902 and CSKT Ordinance No. 111-A

PTO – Paid Time Off

Reservation – Flathead Indian Reservation

Engineer – Water Engineer

Policy Set 1. Office of the Engineer (Generally)

1.1 Office of the Engineer Structure

The OE serves as the implementation arm of the Board. We are all employees of the Board, led and supervised by the Engineer. The Board and the OE are charged with the administration and enforcement of water rights within the exterior boundaries of the Reservation pursuant to the Compact and Ordinance. The Board and the OE operate as a government instrumentality for the benefit of the public within the exterior boundaries of the Reservation.

1.2 Office Culture and Expectations

The OE shall strive to build and maintain public trust and work to ensure a professional, pleasant, efficient, productive, and safe workplace for the public and employees.

1.3 Role of the Water Engineer

The Engineer serves as the supervisor to the employees of the OE. The Engineer may delegate supervisory responsibilities to an employee, the scope of which shall be documented within that employee's position description.

The Engineer receives direction from the Board regarding policy, procedures, and priorities. The Board Chair, or the Vice Chair, shall serve as the Engineer's direct supervisor(s) for purposes of performance, personnel actions, budget considerations, and other administrative concerns as necessary.

Policy Set 2. Authority, Updates, and Distribution

2.1 Scope

These Personnel Policies and Procedures define the guidelines for all employees of the Board and the OE.

2.2 Management and Retention

These Personnel Policies and Procedures, and any subsequent updates and amendments, are put out for a 15-day public comment period and adopted by official action of the Board during a noticed meeting open to the public. Previous versions of the Personnel Policies and Procedures will be stored pursuant to the document retention policy set forth in this document.

2.3 Distribution of the Policy to Employees

The Engineer will provide all employees with the most current version of the Personnel Policies and Procedures upon the employee's first week of employment. The acknowledgement of these policies and procedures will be documented in writing and added to each employee's personnel file.

Policy Set 3. OE Employment

3.1 Attire, Appearance, and Hygiene

Dress Code: All employees should dress in business professional or business casual and avoid clothes with stamps or markings that are offensive or inappropriate for an office setting. Clothing should be kept clean, neat, and in good repair.

Hygiene: All employees should maintain personal cleanliness and grooming habits that reflect a professional image for both the employee and the OE. The use of perfume and strong-smelling products that may cause allergic reactions is discouraged.

The use of personal protective equipment may be required by the employee's supervisor. Any such additional attire requirements shall be documented in an OE safety memo or verbally communicated to the employee.

Attire accommodations can be made for employees with disabilities or for religious or other protected reasons, unless such accommodations would cause undue hardships for the OE. An employee requiring an attire accommodation must request the accommodation in writing and submitted to the employee's supervisor.

3.2 Attendance

Employees are expected to be at work on all scheduled workdays and during all scheduled work hours. Employees are expected to report to work on time. On time means being properly dressed and prepared to begin work at the start of the employee's scheduled work period.

If an employee unexpectedly is unable to report to work or will report to work late, the employee shall notify their immediate supervisor no later than an hour before their scheduled start time. If the employee's immediate supervisor is unavailable, the employee may inform the Board Chair or Vice Chair of their unexpected absence.

All other planned or excused absences must be provided to the employee's immediate supervisor at least 72 hours before the planned or excused absence.

3.3 Irregular Attendance

Unexcused absences and unreported absences are disruptive to the operations of the OE and will not be tolerated. Unexcused absences and unreported absences may be cause for disciplinary action, up to and including discharge.

An *unexcused absence* is an absence not authorized or approved of by the employee's immediate supervisor.

An *unreported absence* means one in which the employee does not contact their immediate supervisor on or before the day the employee does not report for a scheduled workday or work hours. Tardiness may constitute an unreported absence if the circumstances are not communicated to the employee's immediate supervisor prior to being tardy for a scheduled workday. Unexpected absences, due to emergencies, that are communicated to the employee's supervisor prior to may not be considered an unreported absence.

Employees will not receive pay for time not worked due to unexcused or unreported absences. The pay will be recorded as "leave without pay" on the employee's timesheet.

The employee's immediate supervisor may institute disciplinary action in the event an employee has a combination of eight unexcused and/or unreported absences or three consecutive occurrences, or a chronic pattern of any combination of absences.

If an employee fails to respond to communication attempts from their immediate supervisor within 24 hours of the last communication attempt, the supervisor may consider the employee to have abandoned their position, and the employee will be considered separated from employment. The occurrence will be documented and included in the employee's personnel file and the employee's OE accounts and payroll will be terminated. Exceptions to this may be made by the employee's immediate supervisor if mitigating circumstances are confirmed. An employee's immediate supervisor reserves the right to request a health care professional certification regarding an employee's absence and/or an employee's fitness to return to work.

3.4 Work Schedules Allowed

Work schedules are set by the employee's immediate supervisor and documented in the

employee's position description. An employee is expected to work within a fixed schedule during normal business hours and days, with consistent arrival and departure times, unless otherwise agreed upon through written approval of the employee's immediate supervisor. Flexible work schedules may enable employees to select and alter their work schedules to better fit personal needs and help balance work, personal, and family responsibilities, but require advanced written approval by the employee's supervisor, the Board Chair, or Vice Chair.

3.5 Confidential Information

Employees may not disclose or use confidential information acquired in the course of official duties to further the individual's personal economic interests. Employees may not disclose confidential or personally identifying information to the public. The management of personal identifying information is described in Board Resolution #frwmb5 (2024).

3.6 Gifts

An employee may not accept a gift that would improperly influence a reasonable person in the person's position to depart from the faithful and impartial discharge of the person's public duties; or that the person knows or that a reasonable person in that position should know under the circumstances is primarily for the purpose of rewarding the person for official action taken. All employees are subject to the Montana Ethics Laws contained in §§ 2-2-105 to -121, MCA.

3.7 Disclosure of Conflicts of Interest

An employee shall disclose any potential conflicts of interest to their immediate supervisor, even if an employee is unsure of whether there is a conflict of interest. An employee who violates these policies is subject to disciplinary action, up to and including termination.

Conflicts of interest should be avoided and may include the following examples: (1) benefitting personally from a work relationship; (2) engaging in a personal relationship with a current client, customer, contractor, or agent, or family member of a current client, customer, contractor, or agent; (3) receiving gifts including monetary gifts from a client, customer, contractor, or agent.

3.8 Personal and Family Relationship

The purpose of this policy is to avoid conflict of interest or the appearance of a conflict of interest as could be created by personal and/or familial relationships in the workplace.

Terms

- 1) Personal Relationship is defined as a relationship of an intimate or romantic nature or of such a nature that it could result in an allegation of conflict of interest.
- 2) Family Relationship is defined as a relationship through blood, marriage, or membership in the same household, including domestic partnerships.
- 3) Conflict of interest for this policy is defined as any action taken that will benefit the employee or others in a personal or family relationship with that employee.

No employee shall participate in employment, workplace and supervisory decisions involving a direct benefit to any person with whom they have a Personal or Family Relationship. This includes, but is not limited to, decisions involving employment, pay, disbursement, reimbursement, or the administration of contracts.

It is the responsibility of each employee to abide by this policy, as well as to disclose situations involving a conflict of interest or the possible appearance of a conflict of interest to his or her supervisor. Failure to comply with this policy could result in disciplinary action up to and including the termination of employment.

If a hiring official or hiring team member has a personal or family relationship with any applicant for a vacant position, he/she must notify his/her supervisor as soon as they are aware that a person with whom they have such relationship is applying for or has applied for a vacant position. The supervisor shall discuss the situation with their supervisor.

Typically, a competitive hiring process does not have to be utilized for temporary hires. However, if individuals with a personal or family relationship to an employee within the work unit wish to be hired in a temporary position, a competitive process should be used. A representative from the Board should serve as the hiring team leader when individuals with a personal or family relationship are in the applicant pool for either temporary or permanent positions.

Exceptions to this policy will be approved by the Board.

If current employees are married or enter a personal relationship that could create or have the appearance of creating a conflict of interest, they should immediately notify their supervisor.

3.9 Use and sale of OE and Board Property for Personal Gain

An employee may not use OE time, facilities, equipment, supplies, personnel, or funds for personal gain. Incidental infrequent personal uses are

allowed, with notification to the employee's immediate supervisor or Board Chair.

An employee shall not sell Board property, including equipment, supplies, or products through personal channels, accounts, or methods for personal gain. All Board and/or OE property will be disposed of in a manner determined by Board consensus.

3.10 Political and Lobbying Activities

An employee may not use OE time, facilities, equipment, supplies, personnel, or funds for political activity. This may include soliciting support for or opposition to any political committee, the nomination or election of any person to public office, or the passage of a ballot issue unless authorized by law or properly incidental to another activity required or authorized by the law. An employee may not engage in any lobbying activities on behalf of an organization of which they are a member while performing OE duties. Violation of this section may result in disciplinary action up to and including discharge.

3.11 Workweek

The designated workday begins at 8:00 a.m. and ends at 5:00 p.m. with a one-hour lunch break. The designated workweek consists of at least 40 hours and generally includes work performed Monday through Friday. Variations to the designated workday and workweek will be made or approved by the employee's immediate supervisor, the Board Chair, or the Vice Chair. Employees are expected to accurately record the actual time performing job duties or work-related travel.

3.12 Remote Work and Telework

The OE considers remote work and telework to be viable and flexible work options when both the employee and the position are suited to such an arrangement. Remote work may be appropriate for some employees and positions, but not for others. Eligibility will be based on the role and function of the employee, the needs of the OE, and the availability of a designated and suitable alternative worksite(s).

Approved remote work and telework does not affect an employee's compensation or benefits. Remote work and telework employees and agreements shall comply with all applicable OE policies and procedures.

Injuries sustained by the employee during remote work and telework while performing their regular work duties are normally covered by the Board's workers' compensation insurance. Remote work and telework employees are responsible for notifying the employer of such injuries as soon as practicable. The Board is not liable for any injuries sustained by visitors to his or her alternative worksite.

Remote Work is an arrangement under which an employee is not expected to report to the OE physical address on a regular and recurring basis.

- Remote status is typically defined in an employee's initial hiring agreement, updated hiring agreement, Position Description, or set forth in a Remote Work Plan Agreement;
- Remote work status may be the entirety or a portion of an employee's scheduled time; and
- When required to attend in-person OE or other official work locations, travel time to and from the alternative worksite to these work locations is considered time worked and the employee will be compensated for such time. This travel time will not be factored into considerations of overtime or courtesy time. Alternatives to this arrangement may be specified in an employee's hiring agreement.

Telework is a flexible work arrangement where a designated non-remote employee is allowed to work from an approved, designated alternative worksite(s) for portions of their work schedule, instead of physically traveling to the OE physical address.

- Telework is not an entitlement and must be requested by the employee in writing and approved by the employee's immediate supervisor prior to any telecommuting or remote work;

- Telework may include periodic addressing of pressing OE work needed while an employee would otherwise be taking PTO or other leave;
- Telework may be used to achieve essential duties occurring outside of periods when the employee is scheduled to work at the OE; and
- Telework may be used as a method to quarantine an employee that may be carrying an infectious disease that could spread to other OE employees if the employee reports to the OE. Employees not able to perform normal telework due to sickness are not permitted to work during that period. Employees must file for sick leave during periods of sickness.

Alternative Worksite and Equipment Used: The employee is responsible for establishing and maintaining a safe, suitable, and distraction-free work environment at the employee's designated alternative worksite(s). An employee must attest to the suitability of the employee's designated alternative worksite before the supervisor approves it.

The employee will establish an alternative work environment with appropriate infrastructure, including adequate internet service, to allow for efficient remote access to company information and activity. The OE will not be responsible for costs associated with the setup of the employee's home office, such as remodeling, furniture or lighting, internet access, or for repairs or modifications to the home office space. The OE will provide the necessary computing and software tools to ensure work can be completed remotely while maintaining the OE server security.

Unless indicated in a remote work or telework agreement or as explicitly authorized by the employee's immediate supervisor, the employee is responsible for supplies and expenses (i.e., operating costs) necessary to perform remote work or telework at the designated alternative worksite, including but not limited to internet and telephone connection equipment and costs. Approval must be received from a supervisor for any expenses that may be incurred for which the employee seeks reimbursement.

Any insurance for OE equipment is the responsibility of the OE and the Board. The OE is not responsible for insuring the designated alternative worksite. The employee is responsible for purchasing personal insurance for employee-owned equipment and for the designated alternative worksite, if desired. The Board is not responsible for any loss or damage to any employee-owned equipment.

An employee is responsible for promptly notifying the employee's supervisor of an equipment malfunction, failure of either OE-owned or employee-owned equipment needed to complete assigned work, or connectivity issues. If the malfunction prevents the employee from performing assigned tasks, the employee must notify the supervisor immediately, and the employee may be assigned to another project and/or work location. During the pendency of any equipment malfunction, an employee may use available PTO, comp time, or unpaid leave until they are able to return to a productive work environment. If the OE physical office is closed, any employee scheduled to telework is expected to work as normally scheduled, unless otherwise notified by the supervisor.

Unless approved for use, in-person business meetings may not be held at the designated alternative worksite. When teleworking, meetings should be conducted via video conference, phone conference, or other applicable technology.

Private and Sensitive Information During Remote Work and Telework: A remote working or teleworking employee must work with the employee's supervisor to arrange access to any confidential or sensitive information necessary to perform work while working at the designated alternative worksite. A teleworker is responsible for protecting the privacy and confidentiality of data and information at the telework location, which includes compliance with enterprise security policies. A teleworker must ensure the security of data and information that is transported to and from the central worksite, designated alternative worksite, or any other telework location. Private personnel and sensitive financial physical file documents should not be removed from the OE.

Remote Work and Telework Agreements: Remote work and telework expected to last longer than two weeks will require a remote work or telework work agreement that includes:

- designation of a primary worksite and assessment of suitability of worksite;
- designation of duration and conditions of arrangement;
- designation of communications expectations;
- designation of core work schedule;
- work and performance reporting plan and evaluation schedule; and
- documentation of OE property to be used at the worksite including procurement responsibility.

The employee or employer may terminate any remote work or telework agreement with written notice.

Additional Employee Responsibilities During Remote Work and Telework:

- Employees shall not use remote work or telework in place of PTO when unable to perform work;
- Employees must follow applicable leave policies for leaves of absence during remote work and telework hours, the same as when working at the office;
- An employee is responsible for meeting performance expectations and standards and maintaining satisfactory work performance at equivalent or higher levels as compared to the employee's time spent at the central worksite;
- Employees may not perform personal activities, including dependent-care activities, doctor's appointments, or other personal errands; and
- Employees must be contactable by co-workers, supervisors, the Water Engineer, and the Board. Employees must notify OE and/or the employee's supervisor if the employee leaves the designated alternative worksite during work hours, the same as when working at the office.

3.13 Pay Periods

Employees must accurately record and submit their hours on the OE provided bi-weekly pay period timesheet down to one fourth of an hour or 15-minute level of detail. Hours worked and

leave taken should be recorded weekly. The time record and OE timesheet tool is used to compute earnings and is kept as a permanent record.

Timesheets are submitted to the employee's immediate supervisor no later than Monday at 9:00 a.m. following the end of the pay period or Tuesday if Monday falls on a holiday. Failure to submit timesheets on schedule may result in delayed pay transfer.

OE Pay Periods are biweekly meaning employees receive their paycheck every two weeks, typically on the same day of the week, resulting in 26 pay periods per year. A Pay Period will begin on a Sunday at 12:00 a.m. and end two weeks later on a Saturday at 11:59 p.m. An employee will generally receive their pay on the first Friday following the end of the pay period.

Recording another employee's time or falsifying any time record is not permitted, and is cause for disciplinary action, up to and including discharge.

3.14 Travel, Mileage, and Lodging Rates

Mileage, travel, and lodging reimbursements shall not be furnished to employees and staff, unless the Board sanctioned the travel, the Board provided the means of transportation, or the reason for travel was integral to the employee employment. Routine travel coming from or going to the physical office location does not qualify for reimbursement, unless otherwise determined by the Board or the employee's employment contract or position description.

The Finance Director shall timely review and approve reimbursement for mileage, travel, and/or lodging upon receiving a proper request for reimbursement from the employee. A proper request for reimbursement must contain the amount of miles travel, to and from locations, the reason for the travel, the date(s) of travel, the person(s) traveling, and any other relevant information the Board may request to approve the reimbursement. Once approved, the reimbursement shall be deposited into the employee specified account.

Mileage shall be reimbursed at the current rate per mile permitted by Internal Revenue Service rules and regulations.

3.15 Breaks

[This section is out for a 15-day N&C. Therefore, this section has not been formally approved by the Board until after the N&C period ends]

Paid Breaks: For each day at work, full-time employees have two 15-minute paid breaks, one of which may be taken in the morning and one of which may be taken in the afternoon. Employees are compensated for paid breaks at the employee's base rate.

Unpaid Breaks: For each day of work, employees are allowed one unpaid lunch break for a minimum of 30 minutes and up to 60 minutes for a midday meal. The break may be extended if the employee does not have conflicting scheduled work and communicates the extension to the employee's immediate supervisor. Taking an unpaid lunch break is not mandatory.

3.16 Ergonomics

The OE may provide the following ergonomic arrangements to promote a healthful work environment: adjustable office workstations with ergonomic chairs and posable monitors, alternative lighting, appropriate alternative seating as needed, stress reducing mats/rugs at workstations, and other reasonable accommodations as requested by the employee.

3.17 Break Space

The OE will provide the following items within the break space for all employees: dining appliances such as a toaster oven, microwave, refrigerator, dishes, and dish cleaning supplies, tables and chairs for meals, water cooler, and coffee pot.

3.18 Breastfeeding

Employees who require time to express or pump for purposes of breastfeeding a nursing child will be provided reasonable a break and an area free and clear from the intrusion or sight of coworkers, supervisors, and the public.

3.19 Inspections and Searches

An employee's immediate supervisor may inspect or search an employee's workspace including desks, cabinets, computer files, or other Board-owned equipment or property if the supervisor knows or has knowledge that the workspace contains illegal items or substances or stolen property. The inspection or search must be performed in a reasonable manner and not overly burdensome that the inspection or search would interfere with the employee's productivity. A supervisor may not search an employee's personal items including the employee's bags, backpacks, briefcases, car, etc. unless the supervisor has notified the employee of a reasonable search, or the supervisor has received consent from the employee to do so.

3.20 Overnight Office Use

An employee may not stay overnight within the office, unless there is an emergency situation that precludes safe travel and unless specifically approved by the employee's immediate supervisor. An employee who misuses or violates this policy may be subject to disciplinary action.

3.21 Accommodation

The OE may provide an accommodation to an employee with a disability or religious practice or belief upon receiving a written request that includes the nature of a request and the reason an accommodation is needed, unless the accommodation causes undue hardship to the function of the OE.

Policy Set 4. Drug & Substance Policy

4.1 Drug Free Workplace

The unlawful manufacture, distribution, dispensing, possession, or use of dangerous drugs as defined in § 50-32-101, MCA, by any employee in the workplace or in a work status is prohibited.

It is also the policy of the Board and the OE not to discriminate for use of lawful product during nonworking hours as set forth in § 39-2-313, MCA.

While at work, employees may not use legal, prescribed, or otherwise allowed drugs and medications that would impair work quality, pose safety concerns, or otherwise disrupt OE operations and function while they are in work status or at their workstation. Upon written request of the employees, a supervisor may provide accommodation through remote work or other means during times in which an employee is prescribed medications that may cause such work disruptions or safety concerns.

Employees witnessing a violation of the drug free workplace standards above are required to report it to their supervisor or a Board member and provide a written statement regarding suspicion of witnessing at-work drug use as set forth in § 3.20.

If there is suspicion of drug or alcohol impairment while an employee is in the workplace or in a work status, the employee's supervisor may require the employee to take a drug screening test. If an employee is involved in an accident while in the workplace or in a work status that may or may not include a vehicle, the employee's supervisor may require the employee to take a drug screening test. Any required drug screenings will be conducted by a third-party professional drug screening company and paid for by the OE and transportation needed to obtain a screening will be arranged by the OE. Employee time spent accommodating OE required drug screening will be compensated at their regular rate and categorized as administrative leave. If a drug screening is required, that screening may be requested to occur on the same day that there is suspicion of drug or alcohol impairment or that an accident occurred.

An employee who violates these policies is subject to disciplinary action, up to and including termination. An OE employee may provide information from their health care provider to help explain violations of these policies should they have occurred unexpectedly due to prescribed medications or other medical conditions.

For all drug and alcohol testing of OE employees, the OE adheres to the Montana Drug and Alcohol Testing Act (§ 39-2-205 et seq., MCA) and any policies set forth in the OE Personnel Policies that are in conflict with that act will yield to the requirements and regulations stipulated in § 39-2-205 et seq., MCA.

4.2 Smoking/Tobacco/Vape Use Prohibited

The use of tobacco and marijuana products including but not limited to cigarettes, cigars, pipes, vaping equipment, and smokeless tobacco is prohibited inside of or within 25 feet of the OE entrances or windows, or in Board vehicles. This policy relates to all work areas, including before and after normal working hours. Repeated violations of this policy may result in corrective disciplinary action, up to and including discharge.

Policy Set 5. Employment Classifications

5.1 Employee Types

Employee types are reflected in an employee's job description, which can be modified as needed, in consultation with the employee and their immediate supervisor. Employee Types include:

- 1) Full-time: employees who work 32 to 40 hours per week or 130 or more hours per month.
- 2) Part-time: employees who work less than 30 hours per week or less than 130 hours per month.
- 3) Term: employees who are hired for a limited term of service.
- 4) Contract: employees who perform work based on a designated timeline and/or fee, and whose duties and benefits are defined by the contract;
- 5) Volunteer: employees who work without compensation or for another employer but perform job functions and duties on behalf of the Board or OE; and
- 6) Interns: Interns who receive pay from the Board may be considered term employees. Interns who receive pay from another employer or who do not receive pay at all may be considered volunteers. Volunteer interns will not receive employee benefits from the Board.

5.2 Exempt and Non-Exempt Position Classification

All employee positions will be classified as exempt or nonexempt, reflected on the employee's position description. The exempt or nonexempt status of any position must be determined based on whether the position's salary and duties meet the classification requirements under this section.

Nonexempt positions are classified as such if the employee's position description designates the position as "nonexempt." A nonexempt employee is subject to minimum wage and overtime pay requirements for hours worked over 40 in a workweek, in accordance with Federal and State Wage and Hour Laws. OE employees classified as nonexempt employees include but are not limited to: Administrative Assistant, Compliance Technician, Hydrographer, and Water Resources Specialist I.

Exempt positions are classified as such if the employee's position description designates the position as "exempt." An exempt employee is exempted from overtime pay and/or minimum wage requirements as determined by Federal and State Wage and Hour Laws. Employees classified as exempt employees include but are not limited to: Water Resources Specialist II and III; Hydrologist I, II, and III, Hydrogeologist, Finance Director, and Water Engineer.

5.3 Probationary Period

The OE shall institute a six-month probationary period for all new OE hires. An employee's probationary period begins on their first day of employment. The employee's immediate supervisor may extend the probationary period, but the probationary period may not extend more than 18 months.

In certain situations, an employee's probationary period may be reduced or eliminated as documented and determined by the Engineer; those circumstances include, but are not limited to:

The new hire holds a permanent status with the Federal, Tribal, State, or public service where they are currently employed before accepting a position with the OE;

The new hire is offered another position, and the OE would like to incentivize the new employee to remain in the employment of the OE; or

Competitive hiring conditions require additional incentives to attract highly desired applicants to a specific position.

Leaves of absence shall not count toward the probationary period unless otherwise determined by the employee's immediate supervisor.

The supervisor shall make a reasonable effort during the probationary period to ensure the employee receives adequate training and coaching when appropriate for the position's requirements.

5.4 Permanent Status

Once an employee successfully completes all phases of a probationary period, they are considered permanent. A permanent employee's immediate supervisor must have good cause to terminate them. Good cause may include unsatisfactory performance, disruption of operations, repeated and material violations of the OE personnel policies, and other legitimate business reasons. Permanent employees are subject to all OE disciplinary, performance improvement, and grievance procedures if considered for disciplinary action, up to and including discharge. Permanent status entitles employees to be considered for promotion plans.

5.5 Job Descriptions

Job descriptions describe types and levels of OE positions and contain the minimum qualifications for a position, the requirements of the position, accommodations of the position, and other such information the Board or the OE deem appropriate. All job descriptions will be advertised for at least two weeks with a local resource(s), which may include newspapers, online job portals, newsletters, university bulletins, and State and Tribal job announcement outlets.

The OE will maintain recruitment files for a period of at least three years including the advertised job description, applications received, screening results/tests, and employee selection records.

5.6 Position Descriptions

Position descriptions provide an employee with their fundamental job duties and responsibilities, as well as an employee's responsibilities and potential promotion plans. Each employee will receive a position description that may include: (1) position title, position level, and date of revisions, if any; (2) designation of FSLA exempt or nonexempt status; (3) identification of the employee's supervisor; (4) supervisory responsibilities and positions supervised, if any; (5) employee duty station and schedule; (6) if applicable, a brief description of any remote work plan(s); (7) purpose statement; (8) list of primary/essential duties and functions; (9) list of secondary duties and functions; (10) working conditions and physical requirements or accommodations; (11) if applicable, a promotion plan or potential for promotion.

All new employees will receive their position description within the first week of employment, with the understanding that all position descriptions need Board consensus. Employees are required to review and acknowledge their position descriptions by written signature. Position descriptions may be amended, finalized, or terminated by the employee's immediate supervisor.

5.7 Employee Promotion Plan

Employee promotions plans may be initiated by the employee's immediate supervisor. Promotion plans resulting in pay increases must be assessed by the employee's immediate supervisor and brought before the Board for Board consensus.

Employee promotion plans and/or position assignments should be incorporated into an employee's position description and may include the following:

- 1) Designation of a training and promotion schedule;
- 2) Itemizing and tracking of mandatory tasks that need to take place;
- 3) Itemizing and tracking additional certifications, education, coursework or other trainings that need to occur in advance of the promotion; and
- 4) Designating what will signify the completion or failure to complete a promotion plan.

Types of Employee Promotion Plans:

- 5) Stage/Level-Based Advancement
- 6) Job Classifications Advancement
- 7) New Position Advancement
- 8) New Position Assignments

5.8 Performance Assessments

Performance tracking is an important part of employee performance feedback, support, and correction when needed. Formal performance assessments will not replace a supervisor's requirement to regularly meet with employees to provide direction, support their ability to meet their position requirements, and assess training needs.

Written performance assessments will occur at the end of an employee's probationary period and then once per year thereafter. A supervisor retains the right to more frequent performance assessments as needed. Performance assessments will include a review and evaluation of:

- 1) job performance;
- 2) position descriptions;
- 3) work plans;
- 4) professional development plans;
- 5) communication and collaboration skills; and
- 6) performance promotion or performance improvement plans.

An employee may be requested to provide input toward the drafting of their performance assessments to be reviewed and finalized by the employee's supervisor. Performance assessments will become a part of an employee's personnel file.

5.9 OE Personnel File

The OE will keep a personnel file for each employee, which contains confidential information relevant to an employee's hire, performance, wages, payroll, benefits, emergency contact information, and other personal identifying information required for ongoing employment and performance tracking. Physical personnel files are the property of the Board and must remain in a secure, locked location or, if in digital form, password protected.

Access to personnel files is limited to a need-to-know basis; access to the files requires explicit authorization by the Board Chair, Vice Chair, or Engineer. Due to privacy standards and protected health regulations, the OE will use reasonable and appropriate safeguards to protect health information. Health information will be kept in a secure location and will only be accessible on a need-to-know basis for proper management and administration of the OE. Separate files may be maintained for employees medical-related information, work-related injuries, and grievances. Access to these files is limited to authorized personnel on a need-to-know basis. Employees may view and copy their own personnel files upon written request to the Board Chair, Vice Chair, or Engineer.

Policy Set 6. Employee Benefits

6.1 Fair Labor Standards Act (FLSA)

The Board and the OE will adhere to the FLSA in its entirety.

6.2 Family Medical Leave Act (FMLA)

The Board adopts the Family Medical Leave Act in its entirety.

6.3 Overtime, Compensatory Time, & Required Authorization

Non-exempt employees must obtain approval from their immediate supervisor before working overtime. Overtime is defined as hours worked performing the functions of an employee's

position or following the instructions of the employee's immediate supervisor. If a non-exempt employee works more than forty hours in a work week, the employee will be paid at one and one-half times their regular rate of pay for all hours worked more than forty, provided the overtime was approved and properly recorded.

For overtime, only those hours of work performed during the designated workweek will count for the computation of overtime. Time for which an employee was paid but did not actually work, such as paid time off (PTO), leave without pay, holiday pay, or other time not performing work are not considered hours worked for purposes of calculating overtime.

Exempt employees are not eligible for overtime or compensatory time off.

6.4 Types of Leave

The following constitute the types of leave offered to employees: Paid Holiday Leave, Paid Time Off (Annual and Sick Leave Combined), Administrative Leave, Physical Fitness Leave (PFL), Family Medical Leave Act Leave, Leave Without Pay (LWOP), Victims of a Crime Leave, Bereavement Leave, and Jury and Witness Duty Leave.

6.5 Paid Holiday Leave

The OE recognizes the following paid holidays (8 hours):

- 1) New Year's Day (January 1)
- 2) Birthday of Dr. Martin Luther King, Jr. (Third Monday in January)
- 3) President's Day (Third Monday in February)
- 4) Memorial Day (Last Monday in May)
- 5) Juneteenth National Independence Day (June 19)
- 6) Independence Day (July 4)
- 7) Labor Day (First Monday in September)
- 8) Indigenous Peoples' Day (also Columbus Day) (second Monday in October)
- 9) Veteran's Day (November 11)
- 10) Thanksgiving Day (Fourth Thursday in November)
- 11) Christmas Day (December 25)
- 12) Employee Floating Holiday (taken at employee's preference)

Employee Floating Holiday allows a one-day holiday per employee per fiscal year and must be scheduled and approved by the immediate supervisor in advance.

If any of the holidays fall on a Sunday, the Monday following is a holiday. If any of the holidays fall on a Saturday, the Friday preceding is a holiday.

To be eligible for paid holiday leave, an employee must be in work status or be on approved paid leave status. Employees on an unpaid leave of absence will not receive paid holiday leave.

Paid holiday leave hours are granted based on the percent of a full-time schedule an employee is scheduled to work during the week that the paid holiday occurs, regardless of whether the employee is specifically scheduled to work on the actual day of the week upon which the paid holiday falls. Paid holiday hours are granted and are prorated based upon the percentage of the full-time schedule the employee works.

Each hour of paid holiday leave is paid at an employee's regular hourly rate during the paid holiday.

No work shall be performed on a holiday unless authorized by the employee's immediate supervisor. If an employee, exempt or non-exempt, works on a holiday, the employee will earn their regular hourly compensation, plus paid holiday leave for which they are eligible.

6.6 Paid Time Off (PTO)

Employees earn paid time off ("PTO"), which is a combination of annual vacation leave and sick leave. This plan is applicable to all full-time and part-time employees and term and contract employees whose offers of employment include accrual of PTO.

Employees begin accruing PTO on their start date with the OE unless otherwise specified by the offer of employment provided by the OE.

PTO accrual is calculated and credited each bi-weekly pay period. Accrual is based on both the total years of service and the time paid at the regular rate in a pay status.

PTO accrual is based on an employee's regularly scheduled hours when the employee is in pay status; PTO does not accrue on any time designated as overtime, comp time, approved unpaid leave, or leave without pay.

Employees with a pay status of less than 80 hours in a bi-weekly pay period accrue PTO on a pro-rated basis unless otherwise specified by their employment agreement.

PTO accrual rates are defined by table below:

OE PTO Leave Accrual Rates

Years of Full-Time Service	Hours / Hour Worked	Hours/ Week	Hours/ Pay Period	Hours/ Year	Days/ Year
<3 years	0.1000	4	8.0	208.0	26.00
3 to 6 years	0.1075	4.3	8.6	223.6	27.95
6 to 9 years	0.1200	4.8	9.6	249.6	31.20
9 to 12 years	0.1250	5	10.0	260.0	32.50
12 to 20 years	0.1325	5.3	10.6	275.6	34.45

>20 years	0.1450	5.8	11.6	301.6	37.70
-----------	--------	-----	------	-------	-------

Determination of full-time years of service pursuant to the above table:

- 1) Years of service are determined with one year of service for each period of 2,080 hours of service following the initial date of employment with the OE.
- 2) Years of Full-time Service: An employee may receive service credit for their year(s) of previous employment with a public employer including, any Tribal, State, or Federal employer and/or any subdivision, department, or board of said Tribal, State, or Federal employer, or commission of state, county, or city government, or public university or college system.
- 3) Previous service should be for work performed that is similar or integrally related to the employee's OE position description, as determined by the Engineer. Exceptions to this limitation may be approved by the Board.
- 4) For an employee who receives credit for previous public employment, the OE will add that previous public employment credit to ongoing years of service with the OE for purposes of setting PTO rates as per table above, "OE PTO Leave Accrual Rates."
- 5) Employees must produce documentation of previously eligible employment to receive credit for years of service. Documentation must contain hours worked and be sourced from past payroll or personnel documents from the previous employer. All uses of previous eligible employment used for credit towards years of service must be approved by the Engineer or the Board Chair or Vice-Chair and the approval must be documented in the employee's personnel file.
- 6) Employees begin earning leave at the adjusted rate the first day of the next pay period following the receipt of documentation for previous eligible service. Leave balances and accrual rates may not be adjusted retroactively.

Use of PTO:

- 1) The use of PTO for vacation and personal leave must be approved by the employee's supervisor. Requests for use should occur as much in advance as is practicable, but no less than 48 hours in advance. PTO requests for one day or more must be approved in writing; OE digital calendar invitation acceptance by the employee's supervisor constitutes written approval.
- 2) PTO cannot be used during the same pay period in which it is accrued.

Example: if an employee has a zero balance of PTO when starting pay period #2, they cannot use any of the PTO accrued during hours worked in pay period #2 during pay period #2; those hours would not be available to use until pay period #3. The amount of PTO that could be used during pay period #3 will be limited, in this case, to those PTO hours earned during pay period #2. and used in the same pay period. PTO cannot be used before it is accrued.

- 3) PTO Advances: all PTO advances must be approved by the immediate supervisor with

notice to the Board. Leave advances and repayments will be documented in an employee's personnel file.

Maximum PTO Accrual and Carry-over Limits:

- 1) Employees may accumulate PTO balances up to two times the eligible accrual rate per year. Balances twice exceeding an employee's annual PTO accrual are considered to be in "excess." Except as provided in this policy, excess PTO will be forfeited unless used within 120 calendar days after the last day of the calendar year in which the excess leave was earned.
- 2) The employee's supervisor is responsible for actively managing PTO for all employees by providing reasonable opportunity for an employee to use rather than forfeit accumulated PTO.
- 3) Employees are responsible for making a reasonable written request to use excess PTO during the 120-day grace period. The employee's supervisor may approve all, some, or none of the employee's PTO request by written response within five working days from the receipt of the request. If the original request is not approved, the supervisor and the employee may negotiate alternate leave dates during the 120-day grace period.
- 4) If the employee's supervisor denies all or any portion of the written request, the supervisor and the employee must work together to ensure that the employee may use the excess PTO before the end of the 120-day grace period. Any excess PTO not used by the end of the calendar year in which the grace period was extended must be forfeited unless the supervisor and the employee can agree to an excess leave use plan that is formally acknowledged and added to the employee's personnel file and enacted pursuant the terms of the plan.
- 5) If mutually agreeable an employee's supervisor and the employee may agree to pursue a payout of excess PTO in lieu of using leave in circumstances where an employee is at risk of forfeiting PTO due to the maximum accrual policy set forth above. The Engineer will formally request operating budget modifications from the Board to account for PTO payouts of excess leave before authorizing a payout. The use of vacancy savings and other non-obligated funds does not constitute an operating budget modification; those funds can be used for overtime work occurring without Board approval. Agreements for excess PTO payouts in lieu of taking leave must be documented in the employee's personnel file and the OE budget.

PTO Payouts:

- 1) PTO includes both annual and sick leave combined. For purposes of calculating PTO payout, however, the OE allocates 12 days per year or 96 hours of an employee's PTO as sick leave, regardless of years of full-time service, which is paid out at 50% of an employee's base rate. The remaining PTO is paid out at 100% of an employee's base rate. The table below sets PTO payout rates based on years of full-time service. Determination of years of full-time service is defined in (F) above.

OE PTO Payout Rates

Years of Full-Time Service	PTO Hours/ Year	Sick Hours/ Year	Leave Annual Hours/ Year	PTO Payout Rate (% of Base Pay)
<3 years	208	96	112	76.92%
3 to 6 years	223.6	96	127.6	78.53%
6 to 9 years	249.6	96	153.6	80.77%
9 to 12 years	260	96	164	81.54%
12 to 20 years	275.6	96	179.6	82.58%
>20 years	301.6	96	205.6	84.08%

- 2) Upon ending employment with the OE, an employee's hourly balance of unused PTO will be paid out as per this section.

6.7 Administrative Leave

Administrative leave is a type of leave which temporarily relieves an employee of their normal job responsibilities without loss of pay or charge to leave. This type of leave will be used when it is not safe, or it is otherwise inappropriate for an employee to come to work. Administrative leave can be authorized by the Engineer, the Board Chair or Vice Chair, or the employee's immediate supervisor. The Board will be notified of authorizations of administrative leave as soon as practical.

6.8 Bereavement Leave

If an employee suffers a death within their immediate family, they may be granted up to 30 hours paid leave to make funeral arrangements or attend the funeral or other needs.

- 1) Immediate family: Mother (including step), Father (including step), Spouse/Significant Other/Domestic Partner, Siblings (including step), Children (including step), Grandparents, In-laws (Mother, Father, Sibling, Child), Grandchildren. Special consideration may be given to others at the approval of the Engineer.
- 2) Bereavement time will not be deducted from accrued PTO.
- 3) An employee will need to provide their supervisor with a copy of the notice of services or other documentation of the death.

6.9 Jury and Witness Duty Leave

Full-time employees will be paid for necessary time off, up to a normal workday for each day they serve on a jury or as a witness.

Employees are required to turn over allowances they receive from the court to OE.

To qualify for jury, witness duty leave, or subpoenas, employees must submit a copy of the summons to serve as soon as it is received. In addition, proof of service must be submitted when the period of jury or witness duty is completed.

6.10 Victims of a Crime Leave

In accordance with § 46-24-205, MCA, an employee who has been a victim of (or witness to) a crime, or who is an immediate family member of a victim is welcome to request leave (absences from work) to attend and cooperate with the judicial proceedings. The OE is aware that the employee may request support from law enforcement or a prosecuting attorney to communicate the need for such absences from work, if necessary. If employees have any questions about this leave or whether it applies to their circumstances, they should contact their supervisor.

6.11 Board Health Benefit Plans

The Board will provide OE employees with Board Health Benefit Plan options, which shall include options for individual coverage and family coverage (spouse or spouse and dependents). Board Health Benefit Plans include options for medical, dental, vision, and life insurance.

- 1) Board Employee Health Benefits Enrollment Guide: Benefits, employer benefit contributions, and costs to employees are set forth in the Board Employee Health Benefits Enrollment Guide approved by the Board and updated as necessary and made available by the Engineer and the Health Benefits Plan manager upon request.
- 2) Medical Plans Offered: Board Health Benefit Plans will include at least one high-deductible Health Savings Account (HSA) eligible medical plan option and one traditional medical plan option.
- 3) Enrollment Date: Employees are eligible to enroll in an Board Health Benefit Plan

effective at the start of the first month that occurs 30 days after their start date with the OE. Benefits do not start until the employee signs up and enrollment is administered by the benefits plan manager.

- 4) **Eligibility:** Board Health Benefit Plans are offered to full-time, non-contract employees. Some contract employees may be eligible based on the contract defining their OE employment benefits.
- 5) **Employer Contributions:** An eligible employee must enroll in a Board Health Benefit Plan to receive any employer Health Benefit Plan contributions. Employer health care benefit contributions that exceed an employee's health benefit premiums will be transferred to the employee's HSA account if the employee is participating in an HSA eligible health care benefit plan. If an employee is participating in a traditional health care benefit plan, employer health care benefit contributions in excess of health care premiums are retained by the employer in the operational fund.
- 6) **Monthly Employer Contributions and Premium Costs:** Employer contributions and employee premium costs will occur monthly on the first pay period paycheck occurring of each month.
- 7) **Employee HSA Contributions:** When submitting pay period timesheets, employees may request payroll to make HSA contributions from their paycheck. An employee must provide payroll with HSA routing information before making an HSA contribution request. OE employees are responsible for tracking their own HSA contributions and managing IRS maximum contribution limits, HSA disbursements, and HSA record keeping for any audits that may occur.

6.12 Board Retirement Plans

The Board will provide employees with Board Retirement Benefit Plan options through the Public Employee Retirement System (PERS) as authorized by Board Resolution #frwmb03 (2023). The following apply:

- 1) **PERS Options:** PERS offers both traditional and Roth 457B contribution options.
- 2) **Enrollment Date:** Employees can enroll in PERS at the start of the first month that occurs 30 days after their start date with the OE. Benefits do not start until the employee signs up and enrollment is administered by the benefits plan manager.
- 3) **Eligibility:** Board Retirement Benefit Plans are offered to full-time, non-contract employees. Some contract employees may be eligible based on the contract defining their OE employment benefits.
- 4) **Contribution Limits:** Contribution maximums are equivalent to IRS maximum contributions allowable for an employee 457(b) retirement account.
- 5) **Employer Match:** Employee contributions are matched by the employer at a 1 to 1 rate for up to 6% of the employee's annual pay.

- 6) Vesting: Employees are vested at 100% of the Board and OE match immediately upon establishing a PERS account.

Policy Set 7. Employee Conduct

7.1 Workplace Respect Mandate

All employees are expected to develop and maintain workplace relationships free of bias, prejudice, harassment, and retaliation. Employees have a responsibility to treat coworkers, supervisors, Board members, contractors, vendors, clients, customers, and any other individual with dignity and respect.

7.2 Policy Against Harassment

The Board and OE prohibit harassment that is sexual in nature and harassment that is based on race, color, religion, gender, sexual orientation, national origin, or age, disability, or other bases protected by local, state, and federal laws. Harassment or discrimination of employees by any supervisor, Board member, coworker, vendor, client, contractor, customer, or any other individual will not be tolerated.

Sexual harassment is a form of harassment that includes uninvited and unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature when: (1) submission to such conduct is made a condition of an individual's employment; or (2) submission to or rejection of such conduct is used as a basis for making employment decisions affecting the individual(s); or (3) such conduct, intentional or unintentional, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile or offensive working environment.

If an employee is aware of any instance of any form of harassment, they should report the matter immediately to the Board Chair or Vice Chair. All complaints of harassment will be investigated immediately; upon completion of the investigation, the appropriate parties will be notified of the findings, if any. Employees found to have harassed another individual will be subject to the appropriate corrective action.

Employees reporting instances of harassment will not suffer retaliation for reporting such harassment.

7.3 Policy Against Offensive Conduct

Offensive conduct is also not tolerated by the Board or OE and may include, but is not limited to, offensive jokes, slurs, epithets, or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance.

If an employee is aware of any instance of offensive conduct, they should report the matter immediately to their immediate supervisor or a Board member. All complaints of offensive conduct will be investigated immediately; upon completion of the investigation, the appropriate

parties will be notified of the findings, if any. Employees found to have participated in offensive conduct will be subject to the appropriate corrective action.

Employees reporting instances of offensive conduct will not suffer retaliation for reporting such conduct.

7.4 Policy Against Discrimination

Employment with the OE is based upon personal capabilities without discrimination on the basis of any legally protected classification, such as race, color, religion/creed, sex (including pregnancy, gender, and sexual orientation), national origin, age, political ideas, vaccination status, genetic information, or disability, so long as those classifications/conditions do not affect the reasonable demands of the position or ability to perform the required tasks. This policy applies to determinations regarding recruitment and hiring, compensation, benefits, layoff, discharge, training, and all other terms, conditions, and privileges of employment.

7.5 Policy Against Retaliation

Retaliation occurs when a Board member, supervisor, or coworker punishes an employee for engaging in legally protected activity including the reporting of harassment, discrimination, or offensive conduct. Retaliation may be in the form of demotion, discipline, firing, salary reduction, or job or shift reassignment in response to an employee's report of harassment, discrimination, or offensive conduct. Retaliation in any form is strictly prohibited and may be grounds for disciplinary action up to and including termination.

7.6 Reporting Requirement and Procedures

All employees are responsible to help ensure that the OE avoids harassment, discrimination, retaliation, drug use in the workplace, abuse or misappropriation of funds, mishandling of confidential information, or any other violations of the OE personnel policies set forth here.

Employees who believe they have been subjected to harassment, discrimination, or retaliation, or have witnessed such behavior in the workplace, should immediately report this information to their supervisor or a Board member, in writing. Reports will be documented by the receiving supervisor or Board member, in writing, to include the details, such as time, parties involved, subject material and context of the claim that harassment, discrimination, or retaliation in the workplace has occurred.

Whenever possible, any employee who witnesses any violation of the personnel policies should report that violation to their supervisor or a Board member, in writing.

All employees witnessing an illegal act performed by another employee shall report that violation to their supervisor or a Board member, in writing. If the illegal act has potential to cause immediate harm or endangerment, the employee shall immediately report the incident to law enforcement and/or emergency services.

7.7 Action Regarding Submitted Reports

The OE and/or the Board will attempt to investigate all written reports of harassment, discrimination, and retaliation thoroughly, to the fullest extent practicable. The OE and/or the Board will keep complaints and the terms of their resolution confidential; however, it cannot guarantee complete confidentiality to complete a thorough investigation. If an investigation confirms that a violation of this policy has occurred, The OE or the Board will take appropriate corrective action including disciplinary action up to and including discharge of the OE employee determined to have committed the offense. Following an investigation of any written complaint filed alleging a violation of this section, any employee found to have willfully exhibited inappropriate conduct or behavior against others may be subject to disciplinary action up to and including discharge.

Policy Set 8. Employee Grievances

8.1 Grievance Defined

Grievance means a complaint or dispute initiated by an employee regarding the application or interpretation of written laws, rules, personnel policies, or procedures which adversely affects the employee. Examples of actions that might be appealed in this process include disciplinary actions, discharge, layoff, or a change in working conditions.

8.2 Employee Grievance Procedure

1. Reporting

If an employee has a problem or complaint, the employee may present a written statement of his or her complaint, problem, suggestion, or grievance to their immediate supervisor within ten (10) business days of the incident that prompted the concern. The written statement will contain the facts the employee believes should be considered and shall state the resolution the employee believes is appropriate. If the situation is not resolved or the employee is uncomfortable taking the issue to their immediate supervisor, they may contact the Board Chair or Vice Chair who will consider the written statement and take such action as deemed appropriate.

2. Response

Board member(s) or supervisor(s) receiving a written statement from an alleged aggrieved employee will submit a written response to the Board within seven (7) days of receiving the statement. The statement and response will be stored at a locked location to maintain privacy. Copies of the statement and the response must be provided to both the alleged aggrieved and alleged offender. If the grievance involves a Board member, that Board member shall not be involved in the discussion of the grievance by the Board and supervisor and/or response.

3. Grievance Discussion

Board member(s) or supervisor(s) receiving a written statement from an allegedly aggrieved employee may request a grievance discussion. The Board Chair and Engineer may hold the grievance discussion, unless conflicts exist. The Board may also contract a third-party mediator

for the purposes of conducting the grievance discussion and resolving the alleged grievances. After conducting a grievance discussion, either the Board Chair, Engineer, or third-party mediator shall issue a written decision regarding resolution of the grievance to the alleged aggrieved and alleged offender.

4. Resolution of Grievance

The alleged aggrieved and alleged offender shall have thirty (30) days after the issuance of the written decision to provide written comments or feedback. The Board Chair and/or Engineer shall be the final say in the matter, regardless of whether the grievance discussion was conducted by a third-party mediator.

Policy Set 9. Employee Discipline, Separation, and Termination

9.1 Voluntary Resignation

Any employee or staff member who voluntarily resigns his/her position with the Board/OE is expected to provide the Board/OE with advance written notice of at least two weeks. The Board asks the Engineer to provide thirty (30) days' notice. The OE reserves the right to provide an employee with two weeks' pay in lieu of notice in situations where business needs require such action.

9.2 Exit Interview

When an employee voluntarily resigns, the employee's immediate supervisor will schedule an exit interview on or close to the employee's final day of employment to discuss the reasons for leaving and general resignation procedures. At the exit interview, the supervisor will solicit feedback from the employee including:

- What worked well with your Board/OE Experience?
- Do you have any recommendations for the Board or OE?
- Do you have any parting comments about your essential duties?

The supervisor will write up responses to the exit interview, solicit written approval of the summary from the employee, and distribute the exit interview to the Board and/or other relevant staff members. At the request of the resigning employee, some information from the exit interview may be limited in its distribution. At the exit interview, the supervisor will document an appropriate address for sending future benefits and tax information to the employee. The exit interview shall become part of the employee's personnel file.

9.3 Employee Discipline and Termination

It is the policy of the OE and the Board that employees who fail to perform their jobs in a satisfactory manner or whose behavior interferes with or disrupts OE operations be subject to disciplinary action, up to and including discharge.

Disciplinary action may be administered for good cause.

Good cause means reasonable, job-related grounds for taking disciplinary action based on failure to satisfactorily perform job duties, or disruption of agency operations. Good cause may include, but is not limited to:

- 1) failure to satisfactorily perform job duties;
- 2) failure or refusal to follow the written or oral instructions of a supervisor;
- 3) neglecting job duties and responsibilities;
- 4) engaging in unauthorized personal business during work hours;
- 5) falsifying or misrepresenting OE or employment records;
- 6) dishonesty or rudeness in dealing employees, Board members, agency partners, and/or members of the public;
- 7) unexcused or excessive absenteeism;
- 8) violation of an established OE standard, procedure, legitimate order, or policy;
- 9) failure to meet applicable professional standards set forth by the employee's supervisor;
- 10) criminal misconduct, wrongful discrimination or deliberate misconduct;
- 11) deliberately providing false information on an employment application;
- 12) willful damage to public or private property; and/or
- 13) workplace violence, intimidation, and harassment.

Employee discipline may include but is not limited to informal discipline such as oral or email warnings, or formal discipline such as written warnings, suspension, or discharge.

The OE retains the right to determine what discipline may be imposed in each individual situation. The fact that the OE has or has not utilized any of these forms of discipline does not set any precedent and should not be relied upon in future disciplinary situations by any employee.

Formal discipline, when necessary, will be conducted as follows:

- 1) When formal disciplinary action is necessary, good cause, due process, and documentation, or other evidence of the facts are required.
- 2) In each formal disciplinary action, management shall give the employee a written notification that includes, but is not limited to:

- i. good cause or reason for the disciplinary action;
 - ii. disciplinary action to be taken;
 - iii. dates, times, duration, location;
 - iv. improvements/corrections expected;
 - v. date by which improvements/corrections will be evaluated; and
 - vi. consequences of failure to make improvements/corrections.
- 3) The employee's supervisor shall offer the employee the opportunity to review the notice of formal disciplinary action and to acknowledge its receipt by signing and dating the notice. The employee's signature does not necessarily mean the employee agrees with the disciplinary action. If the employee refuses to sign the notice, management shall make note of that fact.
- 4) The employee's supervisor shall offer the employee the opportunity to respond to the notice of formal disciplinary action, within ten (10) business days, either orally or in writing. Response time may be extended upon mutual agreement between the employee and their immediate supervisor.

TERMINATION

1. Meeting: If an employee is being terminated, an in-person meeting is advisable if possible. The meeting should be attended by at least two Board members, one being either the Board Chair or Vice Chair, and the Engineer.
2. Final Pay: Unless otherwise indicated in the Personnel Policies, the employee's final paycheck for all accrued wages, including accrued PTO and bonuses, must be issued on the employee's last day of employment.
3. Written Notice: While it is not required at the time of the meeting, it is generally advisable to provide the employee with written notice of the grounds for termination at that meeting. If not done that day, the written notice should follow as soon as possible. If presented to the employee at the meeting, the employee should be provided with a copy and, if possible, request the employee to sign a copy for the Board to keep within its personnel files.
4. Grievance Policy: The termination employee must be provided with a copy of the OE grievance policies at the time of termination.

Severance/Release: If appropriate, the Board may wish to consider offering the employee severance in lieu of termination. The severance is conditioned on the employee agreeing to sign a release from all claims against the Board or OE relating to the employee's employment.

An employee may resign or be terminated by the OE without cause during their probationary period. Employees who are separated and/or terminated during the probationary period have no appeal rights under the OE's grievance procedures as set forth in Policy Set 10. Termination by the OE during the probationary period shall not violate equal employment policies and anti-discrimination/harassment policies.

9.4 Performance Improvement Plan

Disciplinary actions may be resolved through a performance improvement plan if the employee's supervisor and the employee agree to the resolution. A performance improvement plan includes, but is not limited to, the following:

- 1) timeline in which remediation is to occur,
- 2) list of remedies to the disciplinary action,
- 3) accountability standard to ensure employee's adherence to the plan,
- 4) clarification of results of failure to adhere to the plan, and
- 5) signed acknowledgement by the supervisor and the employee.

9.5 OE Property

At or before the exit interview, and before issuing the final check, the employee must return all OE property in the employee's possession, including but not limited to: documents, files, records, manuals, information stored on a personal computer or on a data storage device, supplies, OE identification badges, keys, tools, uniforms, books or manuals, computer or office equipment, field equipment, membership cards, and OE credit cards. An employee must sign a property release declaration prior to receiving final pay.

9.6 Final Pay

In compliance with Montana law § 39-3-205(2), MCA, when an employee voluntarily separates or is involuntarily terminated prior to payday, the employee's final pay will be issued on the next regularly scheduled payday, or within 15-days from the date of the actual separation, whichever occurs first.

Policy Set 10. Workplace Safety

10.1 Workplace Safety Generally

The OE strongly encourages employees to communicate with fellow employees and their supervisor regarding safety issues.

The OE will not knowingly permit unsafe conditions to exist, nor will it permit employees to indulge in unsafe acts. Employees are encouraged to make recommendations and/or suggestions regarding unsafe conditions to their immediate supervisor. The OE guarantees the employee's right to report injuries and illnesses without fear of retaliation and supports a reasonable procedure for reporting work-related injuries that does not discourage employees from reporting. A supervisor should remain alert at all times to dangerous and unsafe conditions, so that he/she may take corrective action, discipline employees who habitually create or indulge in unsafe practices, assess new or changed situations for inherent dangers, and follow up on employee suggestions for corrective action so that unsafe conditions are not instituted or

permitted to continue. All supervisors will train and plan to support employees who report an injury or illness.

Always use manufacturer provided manuals for the safe use and operation of office equipment. The following should be adhered to for the use of any office equipment operations:

- Never operate equipment if it malfunctions or if it has broken or damaged parts;
- Always keep workspace area free of obstructions, trash, and other debris;
- Disconnect power to all OE space heaters or other potential fire hazards upon leaving the building;
- Check for damaged, misaligned, or broken parts;
- Do not remove any safety related components from equipment, unless approved by the immediate supervisor;
- Do not operate damaged or defective equipment or if the power cord is cut or worn; and
- Inspect equipment before use and be aware of malfunctioning equipment.

All outside or personal equipment, including space heaters, office equipment, or other electrical devices must be approved by the employee's immediate supervisor prior to use.

10.2 Infectious Disease or Illness in the Workplace

The OE strongly encourages employees to stay home when they are sick to prevent the spread of an infectious disease or illness. An employee should follow the policies regarding sick leave and inform their immediate supervisor.

10.3 OE Safety Planning

The OE shall create the following: an Emergency Action Plan, Office and Field Security Plan, Emergency Equipment and Personal Protective Equipment Procurement Plan, Safety Training Plan, and Incident Reporting Forms.

10.4 OE Building Safety

All sidewalks, approaches, and doorways near and around the OE shall be clear of snow and ice as much as practicable. If OE contractors or employees assigned to perform these tasks, other employees may be expected to complete the task.

10.5 Worker's Compensation Insurance

The Board and the OE shall carry and maintain current Worker's Compensation insurance for employees, which shall provide coverage and protection in accordance with Montana's workers' compensation laws. The Board and the OE shall adhere to all applicable worker's compensation laws § 39-71-401, MCA.

10.6 Work Incident Reporting

Any incident resulting in injury or property damage which occurs on the job must be reported to the employee's immediate supervisor as soon as practicable. Communications with emergency

services and ensuring personal safety should be prioritized prior to reporting the accident to the immediate supervisor.

The supervisor and employee will complete an Incident Reporting Form as soon as possible, and no later than 24 hours from the time of injury. Incident Reporting Forms shall be available in every OE vehicle and from every supervisor. Failure to report accidents is a serious matter as it may preclude an employee's coverage under the Board's workers' compensation insurance policy.

Upon receiving notice of an injury, the Engineer will provide a copy of the Incident Reporting Form to the Board Chair, Vice Chair, and Finance Director. Reportable incidents (those requiring medical attention or with lost workdays) will then be submitted to the worker's compensation carrier by the Finance Director.

Employees suffering a loss of time injury on the job must have written authorization from a physician stating that employee can perform the normal duties of the position, with or without reasonable accommodation, and or restriction before returning to work. Time off for days not worked or resulting in partial days, or an intermittent work schedule will be coordinated under the terms of the personnel leave policies.

10.7 OSHA Compliance

The OE will be aware and up to date on applicable sections of the Occupational Safety & Health Act. Compliance with OSHA may require Board action for the use of Board funds and/or staff time.

Employees may receive training on the use of equipment, proper and safe operating procedures, and site/task specific job functions. Periodic safety training sessions may be conducted to maintain employee awareness. All employees are responsible for exercising maximum care, good judgment, and shall comply with established procedures in operating safely and preventing accidents. Unsafe conditions, equipment, or practices shall be reported to the supervisor immediately. Each employee is expected to abide by all safety rules and procedures, shall wear all personal protective equipment required and provided by the employer, and attend training sessions when scheduled.

Policy Set 11. Technology and Digital Records

11.1 OE Employee Cell Phone Number Privacy

Regardless of whether an employee has a Smartphone Agreement, the OE and Board will not share OE staff cell phone numbers outside of the Board and OE organization. Emergency and extenuating circumstances may allow temporary exception. The OE has and will maintain alternative methods of interacting with clients and the public.

11.2 Personal Cell Phone Use and Smartphone Agreements

All employees shall have a smartphone. Smartphone means a cellular phone or other mobile device built on a mobile operating system and possessing advanced computing capability. Employees are expected to have a smartphone to perform the following specifics, along with other essential functions not listed:

- 1) Soft token identification verification for state and/or Tribal databases;
- 2) Soft token identification verification for OE computers and OE accounts;
- 3) Emergency contact for field and off-site assignments;
- 4) Field mapping and GPS function; and
- 5) Remote work connections and call forwarding of OE phone system.

Employees wishing to use their own smartphone (bring your own device) will receive a stipend to assist them with paying their cell phone bills if they request via the OE's Smartphone Agreement. Employees receiving a stipend are not required to submit to OE access, control, or monitoring of an individual's cell phone, nor does an agreement allow the OE to share your cell phone number to clients outside the organization.

Full-time employees will receive a stipend of \$13.85/pay period.

Part-time employees will receive a stipend of \$6.92/pay period.

Employees not wishing to bring their own device and receive a stipend must submit, in writing, to the Engineer a request for an alternate smartphone arrangement to be considered at the discretion of the Engineer.

11.3 Responsibility for OE IT and Computer Security

Responsibility for Passwords. Employees are responsible for safeguarding their passwords for access to computer resources. Individual passwords should not be printed, stored online, or given to others. Employees are responsible for all transactions made using their passwords. No employee may access the computer resources with another employee's password or account.

Passwords do not imply privacy. Use of passwords to gain access to the computer resources or to encode files or messages does not imply that employees have an expectation of privacy in the material they create or receive on the computer system. The OE has global passwords that permit it access to all material stored on its computer system-regardless of whether that material has been encoded with an employee's password.

Accessing other computers and networks. An employee's ability to connect to other computer systems through the network or by modem does not imply a right to connect to those systems or to make use of those systems unless specifically authorized by the Engineer.

Computer Security. Each employee is responsible for ensuring use of outside computers and networks, such as the Internet, does not compromise the security of OE computer resources. This duty includes taking reasonable precautions to prevent intruders from accessing the OE's

network without authorization and to prevent introduction and spread of computer viruses, malware, spyware, and ransomware. Public Wi-Fi connections are not secure and should be used with extreme caution and in conjunction with a secure VPN.

11.4 Office IT Restrictions

OE IT-installed and employee-installed software, apps, and other manipulations of OE IT devices must be approved by the Engineer in advance of installation.

Employees are not allowed to “sync” OE computers or electronic devices with personal devices, unless written permission from a supervisor has been provided in advance. This includes any wired, Wi-Fi, or Bluetooth connection that allows for the transferring of data.

Personal use of OE IT shall be limited to breaks during work hours and when personal equipment is limited due to work-related travel. Personal use must be limited to exclude offensive, inappropriate, or sexually explicit material from any source. Personal use must not include extensive alternative business or private matters.

Material that is fraudulent, harassing, embarrassing, sexually explicit, profane, obscene, intimidating, defamatory, or otherwise unlawful or inappropriate may NOT be received or sent by e-mail or any other form of electronic communication (social media sites, blogs, vlogs, or any other site), downloaded from the Internet, or displayed on or stored in OE computers. Employees encountering or receiving this kind of material should immediately report the incident to their supervisor.

11.5 Office Phones, Email, and other Communications

Voicemail / Automatic Email Responses:

- 1) Greetings: Employees are expected to prepare a polite-mannered greeting/response on their individual OE systems.
- 2) Voicemails and emails are considered OE records. While system passwords are intended to limit access to authorized people only, they are accessible by authorized management, meaning, employees should not expect privacy regarding voicemail or emails.
- 3) Employees with voicemail and email inboxes should respond to all inquiries as promptly as possible with the guidance of their supervisor if needed.

System monitoring: Employees who regularly communicate with the public may have their telephone conversations and/or emails monitored or recorded. This monitoring is normally used to identify and correct performance problems through targeted training and to ensure high-quality customer service.

Personal calls and personal emails: Although it is recognized that an employee may need to use the telephone or email for personal reasons, it is expected that good judgment will be used in limiting the length and frequency of such actions. Additionally, no personal calls that incur a charge may be made on any OE phones without prior approval from a supervisor.

Prohibited uses: Use of OE telecommunications systems and email to make or send fraudulent, unlawful, or abusive calls or messages is prohibited.

Employees are to report to their supervisor any threatening, intimidating, or harassing telephone calls or email messages received or unusual information that may demonstrate nefarious, malicious, inappropriate, or criminal activity.

Employees will apply prudence before sending a message, realizing it is important that an employee use the same care and discretion in drafting email communications as they would for any other written communication. Anything created or stored on the computer of other device may, and likely will be reviewed by others and possibly members of the public.

11.6 Digital Records

Employees are expected to:

- 1) Maintain diligence and accuracy in filing on designated shared and backup system,
- 2) Avoid deletions, erroneous modifications, and errors that compromise OE records,
- 3) Maintain backups of work according to OE policies,
- 4) Notify the supervisor of any errors or irregularities that occur, and
- 5) Prevent the incorporation and perpetuation of computer security file risks.

11.7 OE Printers, Scanners, and Copiers

Employees will limit personal use of the OE printer(s), scanner(s), and/or copier(s) and other disposable aspects of office equipment that include operational costs provided by the OE.

11.8 Approval for Website Updates

Website design and updates do not require Board approval, but will be presented, periodically, to the Board for endorsement and suggested edits if needed.

Ongoing website updates for scheduled meetings, appeals, hearings, trainings, as well as applications received, application status, and water right mapping information may be updated as assigned by the Engineer without specific approval from the Engineer.

Materials for meetings, appeals, hearings, policy, legal memorandums, technical documents, and other substantive information must be approved by the Engineer before posting.

Policy Set 12. Social Media, News Media, and Information Requests

12.1 Social Media

Employees are prohibited from posting about OE or Board-related subject matter and/or operations to their personal or other social media accounts and platforms.

12.2 Procedures for Media Contact

The Engineer is authorized to address media and information requests and participate in interviews on behalf of the Board. Media inquiries and requests for interviews should be forwarded by the Engineer to the Board Chair or Vice Chair before accepting an interview with the media. News releases may be reviewed by the Board Chair or Vice Chair before initiating or releasing to the media or the public. Information requests will be handled by the Engineer with proper communication to the Board Chair or Vice Chair if appropriate.

Employees may not provide comments or information to members of the press without prior approval from the Engineer.

12.3 Procedures for Meeting Information Requests

Employees may provide scheduling information and meeting materials about public meetings to members of the public without pre-approval from their immediate supervisor.