## INTRODUCTION AND WELCOME

Welcome to The Jefferson County Board of Developmental Disabilities (JCBDD). While working in the field of developmental disabilities can be challenging, it is rewarding as well. Our board takes pride in looking out for the best interest of both our staff and the individuals we serve. In doing so, we have developed the policies contained herein.

These policies apply to all employees. In the event a section noted herein conflicts with a provision of the collective bargaining agreement, the collective bargaining agreement shall supersede such section. This exception applies only to those individual employees in the Union Recognition of the labor agreements.