



Policy No. 108

## **State Employee Protection**

Adopted: September 20, 1991

Purpose: This policy provides the basis for the State Employee Protection Plan required under Public Law 101-496.

### Guidelines:

If a residential habilitation center reduces staffing levels or closes, the Developmental Disabilities Council will encourage assistance to state employees in maintaining state employment.

The Council recognizes the skill, experience and overall value of state employees. In particular, the Council acknowledges the need to address the concerns of state employees who provide services to individuals residing in residential habilitation centers. Workers employed in state residential habilitation centers are a major asset to the state and to the individuals they serve. However, the needs of citizens with developmental disabilities take priority over the staff that provide services to them. If those needs change, then adjustments in services or programs need to be made. In the event a residential habilitation center reduces staffing levels or closes, the DDC will encourage assistance to state employees in maintaining state employment.

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