This policy applies to all employees, except where there is a direct conflict between the provisions in the “Human Resources Rules” or “Leave Policies” and provision of any law, collective bargaining agreement, or employment contract. In such case as a conflict, the law, collective bargaining agreement, or employment contract shall govern when the employee is covered by such law, agreement or contract.
1. **Intercity Transit Replaces Personnel Policy Manual**

   The Authority replaces the 1991 Intercity Transit Personnel Policy Manual and subsequent attachments, thereto, with the Human Resources Rules, Exhibit A.

2. **Intercity Transit Adopts Human Resources Rules**

   The Authority shall adopt a resolution approving the Human Resources Rules as attached in Exhibit A.

3. **Administering the Human Resources Rules**

   The Human Resources Director or the General Manager, or his/her designee shall administer the Human Resources Rules.