



APPENDIX B
APPLICATION FOR MEMBERSHIP/AUTHORIZATION FOR REPRESENTATION

Front of Card

			American Federation of State, County and Municipal Employees, AFL-CIO		
Application for Membership/ Authorization for Representation					
I, the undersigned, hereby designate the American Federation of State, County and Municipal Employees, AFL-CIO, as my duly chosen and authorized representative on matters relating to my employment in order to promote and protect my economic welfare.					
Please print legibly.					
					Local Union Number
First Name	Middle Name			Last Name	
Street Address				Apt. No.	
City			State	ZIP	
Employer			Worksite		
Department			Classification		
Home Phone			Business Phone		
E-mail					
Signature of Applicant			Received By		Date
F-43					 013-08

I hereby authorize the County of Humboldt to deduct from my earnings each pay period an amount sufficient to provide for the regular payment of union dues established by AFSCME Local 1684, AFL-CIO. This authorization shall remain in effect unless terminated by me in writing during the withdrawal period between 90 and 70 days prior to the expiration of any Memorandum of Understanding.

Dated: _____ Signed: _____

Date Hired: _____ Employee ID # _____

Back of Card

APPENDIX C
EDUCATIONAL REIMBURSEMENT RESOLUTION

RESOLUTION NO. 76-138, AS AMENDED BY RESOLUTION NO. 82-6:

RESOLUTION ADOPTING POLICY AND OTHER DETAILS CONCERNING REIMBURSEMENT OF COUNTY PERSONNEL FOR EDUCATIONAL AND TRAINING PROGRAMS AND REIMBURSEMENT AND APPROVAL OF ATTENDANCE IN CONNECTION WITH INSTITUTES, SEMINARS AND CONFERENCES, AND REPEALING RESOLUTION NO. 68-61.

WHEREAS, this Board of Supervisors on the recommendation of the County Administrative Officer and by order dated September 20, 1966, directed the Personnel Director to make a study concerning the reimbursement of County personnel for educational and training programs; and

WHEREAS, the Personnel Director, by letter dated December 23, 1966, presented a proposed policy concerning this matter and concerning reimbursement and approval of attendance in connection with institutes, seminars and conferences; and

WHEREAS, this Board of Supervisors took official action on the subject on January 17, 1967, by the adoption of Resolution No. 67-5 and again on April 17, 1967, by the adoption of Resolution No. 67-42 which repealed Resolution No. 67-5, and again on July 23, 1968, by adoption of Resolution No. 68-61 which repealed Resolution No. 67-42, made certain changes in the policy; and

WHEREAS, this Board of Supervisors now desires to make certain changes by the enactment of a new resolution;

NOW, THEREFORE, BE IT RESOLVED as follows:

1. The following is adopted as an official policy of the County of Humboldt:

The County of Humboldt encourages and supports educational and training programs which provide full-time employees opportunity for personal career development and which directly benefits the County department in which a full-time employee is employed by increasing the competency of its regular staff. Toward this end, the County will provide reimbursement for courses and certification exams which are directly related to the employee's present position or promotion within the County service.

Reimbursement, which will be provided for tuition, fees and material costs directly related to the approved course, shall be limited to \$215.00 per course or \$75.00 per semester or quarter unit, whichever amount is greater, not to exceed \$450.00 per individual employee per fiscal year. Said reimbursement shall include fifty percent (50%) reimbursement for the costs of required textbooks and one hundred percent (100%) reimbursement for the costs of certification exams.

2. Reimbursement for correspondence courses and for educational and training programs constituting regular courses which are given by high schools in evening or adult sessions and by colleges and junior colleges, without travel, per diem or time away from employment (other than by leave of absence without pay) being involved, shall be administered by the Personnel Director. The following provisions apply:

A. Application for reimbursement shall be made on a form which the Personnel Director is authorized to prescribe. Applicants shall comply with the instructions contained in such form.

B. Such application must be presented to the Personnel Director, with prior recommendations for approval by the applicant's immediate supervisor and department head, within one month after the start of the academic period (or, in the case of a

correspondence course, within one month after enrollment). The department head's recommendation for approval shall clearly define the way in which the department can utilize the additional skills or knowledge of the employee upon completion of the academic training.

C. Approval of enrollment shall be granted by the Personnel Director if the facts show that the application comes within the above policy.

D. Approval for reimbursement shall be granted by the Personnel Director upon his being presented evidence, as required by him, of satisfactory completion of the course. "Satisfactory completion" of a course means the receipt of a grade of "C" or better in a graded course or a completion certificate in a course in which no grades are given.

E. The Auditor-Controller, upon being notified of the amount of reimbursement approved hereunder by the Personnel Director, shall make payment of the approved amount to the appropriate individual. The Auditor-Controller may require a claim and such other documentation as is legally necessary.

F. All reimbursement which is made pursuant to this paragraph shall be charged to the budget of the Personnel Department.

G. Time spent in attending any course taken pursuant to this paragraph and studying and preparing lessons therefore shall not be considered as time worked for the County.

3. In the case of institutes, seminars, conferences and courses which are held outside of Humboldt County, permission to attend shall be obtained by the securing of an approved request for out of county travel. The request for out of county travel shall state the tuition or registration fee which will be required, and it shall also contain an estimate of all other expenses for which reimbursement will be sought. Reimbursement and direct expenses shall be charged to the budget of the department of the individual attending the institute, seminar, conference or course.

4. In the case of institutes, seminars and conferences which are held in Humboldt County and which do not constitute regular courses which are given by high schools in evening or adult sessions or by colleges or junior colleges, the following provisions apply:

A. If the institute, seminar or conference is of no more than 20 hours' duration, permission to attend may be granted by the department head of the individual desiring to attend; and any registration fee or other charge made for attendance shall be charged to the budget of the department of the individual who attends.

B. If the institute, seminar or conference is of more than 20 hours' duration, permission to attend may be granted by the department head of the individual desiring to attend, provided that the approval of the County Administrative Officer is obtained; and any registration fee or other charge made for attendance shall be charged to the budget of the department of the individual who attends.

5. No course, institute, seminar or conference shall be approved so that there shall be any County financial participation hereunder unless the situation falls within the policy contained in Paragraph 1 of this resolution.

6. Resolution No. 68-61 is repealed. This repeal provision does not affect the continuity of a policy on the subject matter of the within resolution.



**Human Resources/Risk Management
County of Humboldt
825 5th Street, Room 100
Eureka, CA 95501
(707) 476-2349**

REFERENCE: State of California Department of Fair Employment and Housing	PAGE 1 OF 5
BOARD APPROVED: June 7, 2016	POLICY: Equal Employment Opportunity

PURPOSE

The purpose of this policy is to express Humboldt County's strong commitment to providing equal employment opportunities to all employees, and to advise employees on the procedures to report incidents of perceived discriminatory treatment. This policy also sets forth a procedure for investigating and resolving complaints of such conduct.

APPLICABILITY

This policy prohibits all Humboldt County employees, appointing officials, and elected officials from making discriminatory employment decisions based on any protected characteristic or any perception thereof.

POLICY

- A. The County is an equal opportunity employer. We enthusiastically accept our responsibility to make employment decisions without regard to race, religion or religious creed, color, age (over 40), sex (including gender identity and expression, pregnancy, childbirth and related medical conditions), sexual orientation (including heterosexuality, homosexuality and bisexuality), national origin, ancestry, marital status, medical condition (including cancer and genetic characteristics), mental or physical disability (including HIV status and AIDS), military service, or any other classification protected by federal, state, or local laws or ordinances.
- B. Our management is dedicated to ensuring the fulfillment of this policy with respect to hiring, placement, promotion, transfer, demotion, layoff, termination, recruitment advertising, pay, and other forms of compensation, training, and general treatment during employment.

RESPONSIBILITIES**I. EMPLOYEE RESPONSIBILITIES**

- A. It is the responsibility of all Humboldt County employees to know and follow this policy.

- B. This policy will be reviewed with employees during their annual performance evaluations. Employees will be given the opportunity to review the policy and ask questions of their supervisors during this time.
- C. All employees are expected to fully cooperate with any County-initiated investigations to examine any perceived violation of this policy. This includes, but is not limited to, maintaining an appropriate level of discretion regarding the investigation and disclosing any and all information that may be pertinent to the investigation consistent with each individual's constitutionally provided rights.

II. MANAGEMENT RESPONSIBILITIES

A. Duty to implement policy

All Department Heads, other managers, and supervisors have the duty to implement and enforce this policy.

B. Educate, investigate, and cure

All Department Heads, other managers, and supervisors have the responsibilities, as appropriate for their level in the organization, to:

- Ensure all employees are aware that:
 - This policy prohibits discriminatory conduct.
 - They have a right to complain about behavior they believe violates this policy.
 - Anyone involved in the complaint process will be protected from retaliation.
 - Incidents should be reported to help ensure they will not recur.
 - Prompt and appropriate follow-up action will be taken to stop behavior that violates this policy.
 - Violations of this policy may lead to disciplinary action.
- Ensure that all employees are provided a copy of this policy.
- Promptly and thoroughly report any complaint under this policy to the Department Head, the Director of Human Resources, and/or Risk Manager.
- At the direction of the Director of Human Resources or Risk Manager, in appropriate circumstances, to take corrective action to stop substantiated inappropriate behavior.
- Ensure that all personnel with supervisory authority attend County-sponsored equal employment opportunity training on a bi-annual basis.
- Take appropriate preventative action to ensure compliance with this policy.
- Maintain the confidentiality of all complaints by limiting dissemination of information to a "need-to-know" basis.

C. Responsibilities of the Director of Human Resources

The Director of Human Resources has the responsibility for:

- Advising Department Heads on how to handle complaints under this policy.
- Accepting claims from County officers, elected officials, and employees who believe they are being subjected to discrimination or retaliation.
- Investigating and attempting to resolve complaints.
- Advising all parties about the limited confidentiality of the complaints and the investigative process.

III. COMPLAINTS AND INVESTIGATIONS

A. Reporting

1. If an employee believes someone has violated this policy, the employee should bring the matter to the attention of one of the following designated persons:
 - Any manager or supervisor,
 - Any Department Head,
 - The Humboldt County Director of Human Resources, or
 - The Humboldt County Risk Manager.
2. The employee should choose the person from the above list with whom he or she feels most comfortable and report the incident. The employee need only make one report. If an employee submits a complaint and does not receive a response within five business days, the employee should immediately notify the County Administrative Officer.
3. Any supervisor who learns of any potential violation of this policy must immediately report the matter to the Director of Human Resources or the Risk Manager.

B. Management's Response to Complaints

1. Investigate

- a. All reports will be promptly and thoroughly investigated by the Director of Human Resources or Risk Manager.
 - i. The Director of Human Resources or Risk Manager may delegate the investigation to an appropriate designee.
 - ii. The depth of the investigation will vary depending upon the circumstances of each case, but management personnel will be sensitive and respectful of all persons involved in the incident during investigations.

- iii. To the extent possible, the County will endeavor to keep the reporting employee's concerns confidential.

2. Document

- a. All designated persons receiving complaints must document the allegations reported.
- b. All investigations must be thoroughly documented.
- c. All interviews must be recorded by Humboldt County investigators.

3. Take action

- a. The County will take appropriate corrective action, depending upon the circumstances. This may range from participation in mandatory training, up to and including discharge from County employment consistent with Humboldt County Merit System Rules.
 - b. All claims, whether substantiated or not, will result in the re-education of the parties involved by providing them with a copy of this policy, or other educational measures determined by the Director of Human Resources or Risk Manager to be appropriate under the circumstances.
 - c. Department Heads must forward a copy of all reports, investigations, and resolutions of policy violations to the EEO Compliance Officer (Director of Human Resources), unless the Director of Human Resources is the subject of the report, in which case the Department Head will forward it to the Risk Manager.
5. If the Director of Human Resources or Risk Manager receives the initial complaint, he/she will forward the results of the investigation to the Department Head of the complaining employee, except and unless the Department Head is the person accused of the prohibited conduct.
6. In the case of a Department Head being the accused, the results of the investigation will be forwarded to the appropriate authority for resolution. Under no circumstances may a Department Head alleged to have engaged in prohibited conduct investigate the complaint.

IV. RETALIATION

- A. No one will be subject to, and the County prohibits, any form of discipline or retaliation for reporting perceived violations of this policy, pursuing any such complaint, or cooperating in any way in the investigation of such complaint. If an employee believes someone has violated this policy against retaliation, the employee

should contact the Director of Human Resources, Risk Manager, or County Administrative Officer immediately.

V. DISTRIBUTION

This policy, including any revisions, will be distributed to all County employees, including elected officials, managers, supervisors, and employees.

BOARD APPROVED:

MARK LOVELACE, Board Chairperson

Date

Pursuant to Board Order _____ Dated _____

I have read and understand this policy on Equal Employment Opportunity. And I was given the opportunity to ask questions or express concerns regarding this policy.

Employee Signature

Date



**Human Resources/Risk Management
County of Humboldt
825 5th Street, Room 100
Eureka, CA 95501
(707) 476-2349**

REFERENCE: State of California Department of Fair Employment and Housing	PAGE 1 OF 8
BOARD APPROVED: June 7, 2016	<u>POLICY:</u> HARASSMENT

PURPOSE

The purpose of this policy is to express the County's strong commitment to prohibit and prevent unlawful harassment, discrimination and retaliation in County operations and to set forth a procedure for investigating and resolving internal complaints of such conduct. This policy prohibits treating any County employee, client, customer or citizen in a discriminatory or harassing manner. This policy also advises employees of the procedures to report incidents of harassment by, or to, employees of Humboldt County.

APPLICABILITY

This policy applies to all Humboldt County employees, including permanent, probationary, part-time and extra help employees, as well as all volunteers, contract employees, private contractors, appointing authorities and elected officials. Harassment and discrimination are unlawful employment practices prohibited by state and federal law and are unacceptable work behaviors that will not be tolerated by Humboldt County. County employees are expected to adhere to a standard of conduct while on the job that conveys respect and courtesy towards other employees, County officials, vendors and the general public.

POLICY

All employees and customers shall be treated with dignity, respect and courtesy. A working environment free from harassment and discrimination is essential to the well-being of an employee and an employee's right to perform his or her job effectively without distraction or interference from any unlawful discrimination or harassment.

I. UNLAWFUL PROHIBITED CONDUCT: DISCRIMINATION, HARASSMENT, & RETALIATION

- A. Examples of behaviors constituting Discrimination, Harassment and Retaliation, include, but are not limited to:
- Verbal Abuse;
 - Visual Abuse;
 - Physical Abuse; and

- Preferential Treatment.

1. **Discrimination:** Adverse actions, decisions or other treatment affecting an employee and motivated by or directed toward the employee on the basis of race, religion, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, gender, gender identification, sexual orientation, pregnancy, genetic information or age, including but not limited to those affecting hiring, placement, compensation, assignments, leave, promotion, training, disciplinary action, lay-off, recall, transfer, leave of absence, termination, and reinstatement.
2. **Harassment:** Any unwelcome or offensive conduct motivated by or directed to a person on the basis of race, religion, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, gender, gender identification, sexual orientation, pregnancy, genetic information or age, including harassment of a person of the same gender as the harasser.
3. **Sexual Harassment:** Any unwelcome or offensive behaviors regarding sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment. This also includes any unsolicited written or oral communications and physical or visual contact with sexual overtones including emails, internet links, screen savers, etc.

There are two common types of Sexual Harassment, which include:

- **“quid pro quo”** harassment: commonly referred to under Equal Employment Opportunity Commission (EEOC) guidelines, as “conditional” harassment. Quid pro quo (this for that - i.e., something offered or given in exchange for something else) harassment occurs when submission to the harassing conduct described above is made an explicit or implicit term or condition of employment; or rejection of such conduct is used as the basis for employment decisions.
 - **“hostile environment”** harassment: commonly referred to under EEOC guide-lines as “work environment” harassment. Hostile environment harassment occurs when the unwelcome sexual advances, requests for sexual favors (even if not of a quid pro quo or a conditional nature), verbal, visual and physical conduct of a sexual nature creates an intimidating, hostile or offensive work environment.
4. **Retaliation:** Adverse actions, decisions or other treatment including but not limited to threats or coercion affecting an employee and motivated by or directed toward the employee on the basis of the employee’s participation as complainant or witness in a report or complaint of discrimination, harassment

or retaliation, or the employee's participation in the investigation of such a complaint, including but not limited to actions, decisions, or other treatments affecting hiring, placement, compensation, assignments, leave, promotion, training, disciplinary action, lay off, recall, transfer, leave of absence, termination, and reinstatement.

II. RESPONSIBILITIES

- A. It is the responsibility of all Humboldt County employees to know and follow this policy and avoid engaging in any conduct that constitutes unlawful discrimination, harassment or retaliation. All employees shall be informed of this discrimination and harassment policy and complaint process which ensures their right to file a complaint without fear of retaliation. This policy will be reviewed with employees during their annual performance evaluation. Employees will be given the opportunity to review the policy and ask questions of their supervisor during this time. Every employee is required to sign his or her Performance Evaluation noting the fact that the harassment policy was reviewed during his or her evaluation.
- B. All supervisors, managers and department heads shall be trained in harassment training pursuant to California Assembly Bill AB1825, effective January 1, 2005, all supervisors must attend Sexual Harassment training for a minimum of two (2) hours every two (2) years and all newly hired or promoted supervisors must attend Sexual Harassment training within six (6) months of appointment and every two (2) years, thereafter.
- C. Sexual Harassment training must consist of two (2) hours of classroom or other effective interactive training designed to assist California employers in preventing and/or changing or modifying workplace behaviors that create or contribute to "sexual harassment" and to develop, foster and encourage a set of values in supervisory employees that will assist them in preventing and effectively responding to incidents of sexual harassment.

III. COMPLAINT PROCEDURE

A. Reporting

- 1. Notifying an offender that his or her behavior is unwelcome and offensive may be an effective way to end inappropriate conduct. However, confronting the perceived offender may be difficult and complicated and is not required before initiating a formal complaint.
- 2. If, for any reason, the incident remains unresolved, it is of the utmost importance for any person described in this policy, who believes that he or she has been subjected to unlawful discrimination, harassment, or retaliation, to report the incident immediately. The following step should be taken to report a complaint of discrimination, harassment or retaliation: a complaint may be made orally or in writing and one report of the incident is sufficient.

Employees are not required to follow their usual chain of command in making a complaint concerning unlawful discrimination, harassment or retaliation. The person(s) to whom you may and are entitled to report your complaint include:

- Your immediate supervisor, or
- Any other supervisor, or
- The Assistant Department Head, or
- The Department Head, or
- The Director of Human Resources, or
- The County Administrative Officer.

a. Choose the person from the above list with whom you feel most comfortable and report the incident to him or her; you need only make one report. If you submit a complaint and there is no response, you may contact the Department of Fair Employment and Housing (DFEA) or the Equal Employment Opportunity Commission (EEOC).

3. Prohibitions

- No one shall be subjected to retaliation or reprisal due to filing a complaint or participating in an investigation about harassment, discrimination or retaliation.
- No person shall deliberately and knowingly make a false accusation against another person. Deliberate and knowingly false accusations of sexual harassment will result in disciplinary action if substantiated.
- No subordinate supervisor or manager shall attempt to suppress a complaint about sexual harassment.

a. All complaints shall be forwarded to the Department Head and the Human Resources Office immediately.

i. Department Heads shall forward a copy of all reports, investigations and resolutions of prohibited harassment, discrimination or retaliation to the EEO Compliance Officer (Director of Human Resources).

- If the Director of Human Resources or the County Administrative Officer receives the initial complaint, said person shall forward the results of the investigation to the Department Head of the complaining employee, except and unless the Department Head is the person accused of prohibited conduct.

a. In the case of a Department Head being the accused, the results

of the investigation will be forwarded to the appropriate authority for resolution. Under no circumstances shall a Department Head, alleged to have engaged in prohibited conduct, investigate the complaint.

4. Responsibility for Contractors

- County employees responsible for administering or monitoring the work of contractors shall assure that the contractors do not engage in harassment, discrimination or retaliation of County employees.
- Contractors will be provided a copy of Humboldt County's Harassment policy.
 - a. If inappropriate behavior by a contractor is committed or persists, necessary steps will be taken to prevent further harassment, up to and including the exclusion of the offending contractor and the procurement of another contractor.

5. Distribution

- This policy, including any revisions, shall be distributed to all County offices, including elected officials, managers, supervisors and employees, as well as contractors as the need arises.

B. Management Response to Complaints

1. Investigate

- All reports shall be promptly and thoroughly investigated by the Human Resources Office or County Administrative Officer.
 - a. The Director of Human Resources or County Administrative Officer may delegate the investigation to an appropriate designee.
 - b. The depth of the investigation will vary depending upon the circumstances of each case, but management personnel will be sensitive and respectful of all persons involved in the incident during investigations.

2. Document

- All designated persons receiving complaints shall document the allegations reported, the investigation conducted and the resolution decided upon.
- All investigations shall be thoroughly documented and all interviews shall be recorded by Humboldt County investigators.

The County may provide a copy of the interview, to the interviewee, if requested.

3. Take action

- Where charges are substantiated, appropriate corrective action will be taken to remedy the situation and to prevent future episodes of inappropriate behavior.
- Appropriate corrective action, depending upon the circumstances, might range from participation in mandatory training, up to and including discharge from County employment consistent with Humboldt County Merit Systems Rules, or termination of a contract in the case of a County vendor/contractor.
- As both a precautionary and an informative measure, all unsubstantiated claims will result in the re-education of the parties involved by providing them with a copy of this policy, or other educational measures determined by the Director of Human Resources to be appropriate under the circumstances.

C. General Responsibilities of Management

1. Duty to implement policy

- All department heads, other managers and supervisors have the duty to implement and enforce this policy.

2. Educate, investigate and cure

- Department heads, other managers and supervisors have the responsibilities, as appropriate for their level in the organization, to:
 - a. Ensure all employees are aware that:
 - i. Harassment is prohibited.
 - ii. They have a right to complain about such behavior.
 - iii. They will be protected from retaliation.
 - iv. Incidents should be reported to help ensure they will not recur.
 - v. Prompt and appropriate follow-up action will be taken to stop such behavior when the supervisor or manager learns of the problem.
 - vi. Harassment may be grounds for disciplinary action.
 - b. Ensure that all employees have a copy of this Harassment Policy, as amended.
 - c. Promptly and thoroughly report any complaint of harassment, discrimination or retaliation to Department Heads, Director of

Human Resources and/or County Administrative Officer or their designees.

- d. Take appropriate corrective action (sufficient to stop the inappropriate behavior).
- e. Ensure that all personnel with supervisory authority attend County-sponsored training in recognizing and preventing sexual harassment on a bi-annual basis.
- f. Take appropriate corrective action to prevent the possible existence of a "hostile work environment".
- g. This may include the removal or discouragement of offensive pictures, cartoons, e-mail messages, off-color jokes or conversations in the workplace where the communication may be offensive to a "reasonable person".
- h. Maintain confidentiality of all complaints by limiting dissemination of information to only necessary parties.

3. Director of Human Resources

- The Director of Human Resources has the responsibility for:
 - a. Advising Department Heads on how to handle complaints under this policy.
 - b. Accepting claims from County officers, elected officials and employees who believe they are being subjected to harassment, discrimination or retaliation.
 - c. Investigating and attempting to resolve complaints.
 - d. Advising all parties about the limited confidentiality of the complaints and the investigative process.

IV. **DEFINITION(S):** For the purpose of clarification, unlawful discrimination and harassment include, but are not limited to, the following behaviors:

- A. **Disparate Treatment:** Treating an individual differently because of his or her protected status.
- B. **Disparate Impact:** Following a policy or practice that has a discriminatory impact on a protected person or group of persons.
- C. **Quid Pro Quo:** Any sexual advance or act which is sexual in nature and is made explicitly or implicitly a term or condition of employment, or where submission to, or rejection of, the conduct is used as a basis for an employment action, decision, or other treatment affecting such individual.
- D. **Hostile Work Environment:** Unwelcome or offensive conduct that is sexual in nature and is motivated by or directed to an employee on the basis of gender with the purpose or effect of unreasonably interfering with an individual's work

performance, or which creates an intimidating, hostile, or offensive work environment. The conduct need not be explicitly sexual to meet this definition and may include repeated or continuing unwelcome or offensive romantic advances, requests, invitations, or unwelcome or offensive overtures to express a romantic or intimate interest in another employee. Conduct creating a hostile work environment is a violation of this policy whether or not there is any tangible, adverse impact on the employee's job benefits.

REFERENCE(s)

- Department of Fair Employment and Housing (DFEH)
- Title VII of the Civil Rights Act of 1964

BOARD APPROVED:

MARK LOVELACE, Board Chairperson

Date

Pursuant to Board Order _____ Dated _____

I have read and understand this policy on Harassment. I was given the opportunity to ask questions or express concerns regarding this policy.

Employee Signature

Date

APPENDIX F
HUMBOLDT COUNTY MERIT SYSTEM RULES

RULE I
GENERAL PROVISIONS

1. INTENT

The objectives of these rules are to implement the Humboldt County Merit System Resolution and to facilitate efficient and economical services to the public and to provide for a fair and just system of personnel management in the County government. These rules set forth policies and procedures which insure like treatment for those who present themselves for original employment or promotion, and the obligations, rights, privileges, benefits, and prohibitions which are placed on all employees in the classified service of the County. At the same time, within the limits of administrative feasibility, recognition shall be given to the fact that individuals differ, that no two individuals react alike to reward and punishment or to uniform motivation and encouragement. For this reason, considerable latitude shall be given to the Personnel Director in the execution of his duties and responsibilities relating to employee morale and discipline.

2. DISCRIMINATION

Employment practices of the County of Humboldt shall be subject to the Equal Employment Opportunity Amendments to Title VII of the Civil Rights Act of 1964.

3. AMENDMENTS AND REVISION OF RULES

Any amendment or revision to these rules which falls within the scope of representation of a recognized employee organization shall be met and conferred upon with that employee organization.

RULE II
CLASSIFICATION PLAN, CLASSES AND POSITIONS

1. PREPARATION OF CLASSIFICATION PLAN

After consulting with appointing powers affected, the Personnel Director shall prepare a classification plan for all positions in the classified service.

The classification plan shall be so developed and maintained that all positions which are substantially similar in duties, responsibilities, and authority are included within the same class and that the same salary range may be made to apply with equity, under like working conditions, to all positions in the same class.

The classification plan shall consist of a list of titles of the classes to which all positions in the classified service are to be allocated and a written specification defining each class. The class specification shall include the class title, a summary statement of duties and responsibilities, minimum or desirable

qualifications for appointment and may include such other pertinent material as the Personnel Director may deem desirable.

2. ADOPTION OF THE PLAN

Upon adoption of the initial classification plan by the Board of Supervisors, its provisions shall be observed in the handling of all personnel actions and activities and it shall be considered an administrative tool and not deemed to be a part of the rules.

3. REVISIONS TO THE CLASSIFICATION PLAN

After the adoption of the classification plan, the Personnel Director may, after considering the interests of the employees and department heads, revise the content of the individual specifications to reflect changes in class content, changes in labor market conditions and for other valid reasons. Such revisions shall be effective upon approval by the Board of Supervisors.

4. NEED FOR CHANGE IN DUTIES AND RESPONSIBILITIES OF A POSITION

Whenever, in the opinion of an appointing power or an employee, there is a basis for a change in the allocation of a position, the Personnel Director shall be notified.

5. REALLOCATION OF POSITIONS

If there is a change in the duties or responsibilities of a position, such position may be reallocated to a different class by the Personnel Director after discussion with the appointing power, subject to the approval of the County Administrative Officer and the Board of Supervisors.

6. NATURE OF THE CLASS SPECIFICATION

The class specification shall be construed as being descriptive and not restrictive. Whenever a determination is to be made as to the class to which a given position is to be allocated, the specification of each class shall be considered in its entirety and in relation to other specifications in the classification plan.

7. NEW OR VACANT POSITION

Before a newly created position or a vacant position for which duties have been changed may be filled, the Personnel Director shall, with the approval of the County Administrative Officer and the Board of Supervisors, allocate the position to the proper class.

8. EFFECT OF REALLOCATION ON EMPLOYEE STATUS

If the current duties of a position justify the reallocation of the position to a different class, and the position is reallocated pursuant to the provisions of Section 5 above, the incumbent employee shall retain the employment status which was held on the date of reallocation. If such an employee was in probationary status, then the employee shall complete the original probationary period as if there had been no change in the allocation of the position. If a position is reallocated based upon a prospective set of duties, then an appointment to the position shall be made from an appropriate employment list

and the appointee shall be required to serve a probationary period prior to gaining permanent status.

RULE III
COMPENSATION AND WAGE ADMINISTRATION

1. PREPARATION OF COMPENSATION PLAN

The Personnel Director shall prepare a compensation plan for all classes of positions in the classified service, showing in a systematic manner the minimum, intermediate, and maximum rates of pay for each class.

2. ADOPTION OF THE PLAN

After adoption of the initial compensation plan by the Board of Supervisors, no position shall be assigned a salary that is higher than the maximum or lower than the minimum provided for the class to which the position is allocated excepting Rule III, Section 5, and except as provided in Section 7 of the Salary Resolution.

3. APPOINTMENTS AND SALARIES

At the request of the appointing power, the Personnel Director shall, with approval of the County Administrative Officer, fix the specific salary step within the applicable range at which a person is to be initially compensated.

4. PROMOTION—EFFECT UPON RATE OF COMPENSATION

An employee promoted to a position having a higher maximum rate than that of his present class shall receive the minimum salary for that class or the rate in the new range which is next above his present rate, whichever is greater. When the normal promotion or reclassification of an employee to a higher class would result in a salary increase of less than 5%, the salary of such employee will be adjusted to the step in the new range which is at least 5% higher than the present salary rate, or the maximum salary for the class, whichever is less.

5. DEMOTION—EFFECT UPON RATE OF COMPENSATION

Upon a demotion, an employee will receive a salary adjustment to the step in the lower range that would have been attained if the total service in both the higher and lower classes were combined and full credit given for step increases, provided that the new rate does not exceed the maximum of the new class.

Notwithstanding the foregoing, when demotion results from a downward reclassification of the employee's current position, his salary shall be retained, even though the salary is above the maximum of the salary range for the new class. In such a case, the employee shall not be granted step increases or salary adjustments until such increases are appropriate within the new salary range. If the employee's current salary does not exceed the salary in the demoted class, the employee's salary shall be adjusted to the equivalent salary in the demoted class. A demoted employee's salary, which is within the range of the demoted class, shall be adjusted to the next higher step in that range at the employee's next six month or annual increase, whichever occurs first, except as provided in Section 7 of the Salary Resolution.

6. EFFECT OF LEAVE OF ABSENCE WITHOUT PAY UPON SALARY ADVANCEMENT

Except as otherwise provided by law, an employee who has taken leave of absence without pay for a total of one (1) pay period or more within a given service year, shall have his anniversary date adjusted by the time in excess of the one (1) pay period and rounded to the next nearest pay period.

RULE IV
RECRUITMENT, SELECTION AND APPOINTMENT

1. RECRUITMENT OF APPLICANTS FOR EXAMINATION

It shall be the responsibility of the Personnel Director to publicize each examination for appointments to the classified service to the end that the best available persons shall be attracted to the service of the County.

A. Content of Examination Announcement

Each examination announcement shall specify the classification title, the nature of the work to be performed, the pay rate or range for the classification, the minimum or desirable qualifications, and the closing date for the filing of applications. The Personnel Director may, in addition, add such other information as he deems advisable.

B. Application Forms

Applications for examinations shall be made on forms provided by the Personnel Director.

C. Accepted Applicants

Each accepted applicant shall be informed of the exact time, place and date of any examination.

D. Examination Results

The Personnel Director may accept, in lieu of an examination or part of an examination, the results of any examination administered by any recognized testing authority whether governmental, public, or private, provided further that any examination given shall be uniform for the class for which the examination is given, as determined by the Personnel Director.

E. Disqualification

The Personnel Director may deny to examine or, after examination, deny to certify an eligible, or remove from the eligibility list, any person:

- (1) who has been previously dismissed for good cause from County employment;
- (2) who resigned from County employment while not in good standing or in order to avoid dismissal;
- (3) who was released from temporary or probationary appointment because of unsatisfactory performance.

The Personnel Director may deny to examine or, after examination, deny to certify an eligible, or remove from the eligibility list any person who has, upon certification from the appointing power, a personal history which should exclude him from handling records, files, materials, and/or information of a confidential or security nature.

An applicant will not qualify and must be rejected by the Personnel Director if said applicant is not a United States citizen (except as otherwise provided by Federal and State law); clearly does not meet required minimum qualifications, or is physically or morally unfit to perform the duties and responsibilities of the class for which he has applied; has made a false statement of material facts; is currently engaged in the illegal use of drugs; has been convicted of a crime involving moral turpitude; or has practiced, or attempted to practice, deception or fraud in his application.

Any applicant who has been accepted, but who later is found not to qualify because of the existence of any of the facts stated in the preceding paragraph, may be eliminated by action of the Personnel Director from further competition or removed from the eligible list resulting from the examination. Any applicant who has been employed, but who later is found not to qualify because of the existence of any of the facts stated in the preceding paragraph, may be subject to discharge by the appointing power.

2. SELECTION

The personnel selection techniques used in the employment examination processes shall be impartial, of a practical nature, and shall relate to those matters which fairly test the relative capacity of the persons examined to discharge the duties and responsibilities of the classification to which they seek to be appointed.

3. PROMOTIONAL EXAMINATIONS

Promotional examinations are open to County employees and former employees who are in layoff status (for HDSO Unit 6 this provision applies only to former employees who have been in layoff status up to one year) and who meet both of the following conditions:

A. Each employee shall meet all of the minimum qualifications and other requirements set forth in the examination announcement or bulletin.

B. Each employee shall have successfully completed the initial probationary period or, in the case of grant status employees, shall have served time in their position equal to a probationary period for that class.

4. CONDUCT OF EXAMINATION

All examinations shall be conducted and controlled by the Personnel Director or his authorized representative. Appointing powers may request the holding of promotional and/or open examinations and the Personnel Director shall consider such request.

5. CERTIFICATION

The appointing powers shall fill a vacancy by selecting one of the six persons standing highest on the appropriate employment list.

The appointing power shall not employ a provisional employee if two or more names remain on the appropriate employment list. The appointing power shall not continue to employ a provisional employee longer than four calendar weeks from the date of receipt of an appropriate employment list containing two or more names.

Certification shall be made from employment lists in the following order: layoff, promotional and open. Names of qualified eligibles shall not be certified from the open or promotional lists until all qualified persons for appointment on the layoff lists are certified. After certification of qualified layoff eligibles, the promotional list shall be used to fulfill the certification requirements. If the number of qualified promotional eligibles is insufficient to meet certification requirements, the open list shall be used.

A layoff list shall be established in accordance with Rule VII, Section 3.

A promotional list results from the competition of County employees in accordance with Rule IV, Section 3.

An open list results from competition other than a promotional examination.

Whenever a vacant position requires that an employee be of a particular sex, or that the position has special lifting or pushing requirements, or that it requires residence in a certain locality, willingness and ability to work certain unusual hours or at a certain location, or other special qualifications, the Personnel Director may, upon written request by the appointing authority, certify only those candidates who meet the required employment conditions.

6. EMPLOYMENT LISTS

As soon as possible after the completion of an examination, the Personnel Director shall prepare an employment list consisting of the names of persons qualifying in the examination.

The Personnel Director shall advise the appointing powers as to the availability of employees for layoff and demotion, requests for transfer and reinstatement, and of eligibles on promotional or open employment lists for the class.

If it is neither possible to fill the vacancy by certification from a layoff list, nor to the County's best interest to fill it by transfer or demotion, certification shall be made from an appropriate eligible list, provided such list is available. If an appropriate list is not in effect, appointment of a provisional employee may be made.

The Personnel Director may certify the names of employees who are in layoff status to vacant positions in any class for which they are deemed qualified, as determined by the Personnel Director, regardless of the class of layoff. Persons reemployed as a result of this provision shall be considered to be "reinstated" as provided in Section 8 of this Rule.

The Personnel Director may certify the names of employees who have Qualified Injured Worker status under the Workers' Compensation laws and who are therefore eligible for vocational rehabilitation benefits to vacant positions in any class for which they are deemed qualified, as determined by the Personnel Director, regardless of the class they were in at the time of injury. Persons appointed to this section shall be required to serve a new probationary period.

The name of a person on an employment list shall be valid for one year unless the eligibility is extended by the Board of Supervisors.

7. APPOINTMENT PROCEDURE

The appointing power shall interview and make a selection from among the certified eligible candidates and shall notify the person or persons of their appointment. The appointing power shall also notify the candidates not selected of his appointment to the position. The appointing power notifies the Personnel Director of his selection who then arranges a medical examination as required by Rule XII. The appointed candidate is only considered ready for duty after satisfactorily passing the medical examination. Those candidates not accepted, except through medical rejection, shall be returned to the appropriate employment list. The Personnel Director may remove the name of an eligible candidate from the appropriate list if the eligible candidate declines three offers of employment to the class for which the eligible list was established.

In an emergency situation, when it is necessary to prevent stoppage of public business, loss of life, or damage to persons or property, the County Administrative Officer may authorize an appointing power to employ such persons as may be needed for the duration of the emergency without regard to the personnel rule governing appointments and medical examinations. Such appointments shall be reported to the Personnel Director before the person is paid. Persons appointed pursuant to this section shall be deemed to serve under emergency appointments. Time served under such emergency appointments shall not be considered as part of a probationary period for the purposes of conferring permanent status, except as provided in Rule V.

If, upon certification, an eligible declines in writing or fails to report or communicate with an appointing power or the Personnel Department within five working days, in addition to the time required for transmission to him of the notice, the Personnel Director shall in his stead certify to the appointing power the name of the person standing next highest on the appropriate list.

8. REINSTATEMENT

Any person previously employed by the County who had permanent status and left in good standing shall be eligible for reinstatement within a three year period from date of separation. Reinstatement may only be made to a position in the same class or in a lower level within the same or closely related classification series. The reinstated employee's fringe benefit accrual and seniority rights will be the same as those of a new employee; except that an employee who is reinstated and whose name is on a current layoff list may have seniority and other employment benefits reinstated, to the extent permitted by the type of appointment, as if there had been no break in service due to layoff.

Any current County employee who voluntarily demoted from a class in which permanent status had been achieved and left in good standing shall be eligible for reinstatement for a period of three years from the date of demotion.

Reinstatement may only be made to a position in the same class or lower level within the same or closely related classification series.

The person requesting reinstatement must meet the minimum qualifications for the position prior to certification to the department. Names of persons requesting reinstatement will be provided to departments in addition to those six names normally submitted. If the reinstatement results in:

- A. appointment to the same department, the department head may, at his discretion, require completion of a new probationary period;
- B. appointment to another department, the employee shall be required to serve a new probationary period.

A grant employee who has separated from County service due to termination of the grant or layoff may request reinstatement pursuant to this section. Such reinstatement may only be made to a position in the same class or in a lower level within the same or closely related classification series within the same department. For purposes of this section, "the same department" shall include all budget units administered by the employee's original appointing power. An employee who is reinstated shall have seniority and other employment benefits reinstated, as determined by the Personnel Director.

9. MEDICAL REINSTATEMENT

If it is determined by the Personnel Director, upon petition of the employee, that the employee who was medically reassigned or medically terminated, is no longer incapacitated for duty, the employee shall be reinstated to a vacant position in the class from which they were originally removed, in a comparable class, or in a lower related class in the department the employee was reassigned or terminated from.

If there is no vacant position available in the class from which the employee was originally removed, the name of the employee shall be placed upon the reemployment lists for that class as provided in Merit System Rule VII, Section H, I, and J, and said employee shall have the same status and rights as if they had been laid off from their position except that an employee returning under this provision is subject to medical examination to certify fitness to perform the required duties.

RULE V PROBATIONARY PERIOD

1. PURPOSE OF THE PROBATIONARY PERIOD

The probationary period is regarded as a part of the examination process thereby providing the appointing power an opportunity to observe and evaluate an employee's competence and his ability to perform the assigned duties satisfactorily.

2. LENGTH OF PROBATIONARY PERIOD

Appointments made from open or promotional employment lists to regular fulltime and regular part-time positions shall be subject to a probationary period. With the approval of the Personnel Director, continuous temporary or provisional service prior to appointment shall be counted as part of the probationary period provided that the temporary or provisional service was in the same class and the same position to which the probationary appointment is made. A probationary period shall be for six (6) months for all employees except as hereinafter provided. In the case of regular part-time employees, six (6) calendar months of part-time employment shall be considered the probationary period unless extended pursuant to this Rule.

The appointing power may request an extension of the probationary period up to a total of twelve (12) months on an employee. The request shall contain the reasons and justification for the extension, duration of extension, and be accompanied by the employee's six month performance report. If approved by the Personnel Director, the employee shall be notified in writing by his appointing power of the extension of his probationary period. An employee attains permanent status unless otherwise notified prior to completion of the probationary period.

All Safety employees in the Sheriff's Department shall serve a one (1) year probationary period. Employees in the Correctional Officer class series shall serve a one (1) year probationary period. Employees appointed to positions in the Sheriff's Department communications dispatcher series shall serve a one (1) year probationary period. Employees hired in the Juvenile Corrections Officer class series after November 1, 2005, shall serve a one (1) year probationary period.

In addition to the above requirements an extension of the probationary period may only occur if the employee is given the 3 month and 6 month performance evaluations as described in subsection 5 (Probationary Performance Reports) of this Article.

3. UNSATISFACTORY PERFORMANCE DURING PROBATIONARY PERIOD

During the probationary period following initial employment, any probationary employee may be determined unsatisfactory at any time by the appointing power and separated from County service. Notification of unsatisfactory performance shall be served up to the probationer in writing and a copy filed with the Personnel Director. The employee shall have no right to appeal such separation.

4. REJECTION OF PROBATIONER FOLLOWING PROMOTION

Any employee who fails to satisfactorily complete the probationary period following a promotion shall be reinstated to his former position. If a separation is necessary as a result of the employee's return, the layoff procedure (Rule VII, Section 3) shall be followed.

5. PROBATIONARY PERFORMANCE REPORTS

It shall be the duty of each appointing authority during the probationary period of each employee in his organization to investigate thoroughly the probationer's

adjustment, performance and general acceptability to determine whether or not the probationer is fully qualified for permanent appointment. He shall make a report on the probationer's performance and conduct at the completion of three (3) months of the probationary period and at least ten (10) working days prior to the completion of the probationary period.

Such reports shall be upon forms prescribed by and submitted to the Personnel Director.

The final probationary report on each probationary employee shall include the appointing authority's recommendation to the Personnel Director either to retain or reject the probationer.

6. EFFECT OF LEAVES OF ABSENCE ON PROBATIONARY PERIOD

The probationary period of a given employee may be extended by the time on leave of absence without pay during his probationary period.

RULE VI
IN-SERVICE PERSONNEL TRANSACTIONS

1. GENERAL

The purpose of this rule is to provide an orderly method of controlling and effecting the movement of personnel in the classified service.

2. PROMOTION

Insofar as practicable and consistent with the best interest of the County and the classified service as determined by the Personnel Director, vacancies in the classified service shall be filled by promotion from among those County employees who meet the requirements for the higher class.

3. DEMOTION

An employee may be demoted to a vacant position in a lower class having similar duties, responsibilities, and requirements upon the employee's written request and the approval of the new appointing power. Such demotion shall be known as a voluntary demotion and shall be so noted on all official records.

An employee serving a probationary period may request a voluntary demotion and be demoted to a vacant position for which he qualifies. If the demotion results in:

A. the employee remaining in the same department, his probationary period shall be a continuation of the probationary time spent at the higher level.

B. an appointment to another department, the employee shall, upon request of the new appointing power, be required to serve a new, full probationary period.

C. a return to a former class from which the employee had been promoted, the employee shall not be required to serve a new probationary period if the demotion occurs in the same department; if the demotion results in an appointment to another department, the employee shall, upon request of the new appointing power, be required to serve a new, full probationary period.

An employee with permanent status in a class may request a voluntary demotion and be demoted to a vacant position for which he qualifies. If the demotion results in:

A. the employee remaining in the same department, he shall not be required to serve a new probationary period in the next lower class.

B. an appointment to another department, the employee shall, upon request of the new appointing power, be required to serve a new, full probationary period.

4. MEDICAL REASSIGNMENT

An employee whose ability to perform his essential job functions has been impaired either through senescence or through injury or illness may be medically reassigned to a vacant position in a classification for which he is qualified and able to perform the essential functions. Reassignment should be made to an equivalent position (pay and status), if no equivalent position is vacant the reassignment may be made to a vacant position in a lower classification. Medical reassignment shall be approved by the Personnel Director. If there is no vacant position available in the department, the employee can request reassignment by the Personnel Director to a vacant position in another department for which the employee is qualified (and can perform the essential functions). Persons medically reassigned to a vacant position in the same department shall not serve a probationary period. Persons medically reassigned to a vacant position in another department shall be required to serve a probationary period.

In the event no positions are available the Personnel Director may grant a medical leave of absence not to exceed one year. The medical leave of absence in this section is not in addition to the Medical Leave of Absence pursuant to Memoranda of Understanding between the County of Humboldt and individual employee organizations. The actual duration of the leave of absence shall depend on the nature and extent of the employee's disability. Any extensions of the medical leave of absence shall depend on the nature and extent of the employee's disability. Any extensions of the medical leave of absence within the specified one (1) year maximum shall require medical certification or verification of the employee's continued disability. Medical reassignment shall not be considered a disciplinary action, but employees demoted under this section shall be entitled to due process specified in Merit System Rule XI.

5. TRANSFER

An appointing power may transfer any employee from one position to any other position in the same class in his organization. The Personnel Director may transfer an employee from one position to another position in the same class in a different department after notification to each party and with the consent of the receiving appointing power, and the employee. Any party aggrieved by a transaction occurring pursuant to this Section may be heard, as provided in Rule VIII.

6. ANNUAL PERFORMANCE REPORT

Each supervisor shall, upon completion of proper training, annually evaluate the performance of all employees he supervises within 30 calendar days following their anniversary dates on forms provided by the Personnel Director.

Furthermore, each supervisor shall thereafter counsel the employees whom he has appraised regarding their job performance.

RULE VII TERMINATION OF EMPLOYMENT

1. GENERAL

This rule is intended to provide an orderly method of separating employees from service with the County. Fair and objective consideration shall be given to the best interest of the affected employee as well as to the best interests of the County.

2. RESIGNATION

An employee wishing to leave the classified service in good standing shall file with his supervisor, at least two weeks before leaving the service, a written resignation stating the effective date and reasons for resigning. The resignation shall be forwarded to the Personnel Director with a written statement by the appointing power as to whether the employee is or is not recommended for rehire by that department.

Failure to comply with this rule shall be entered on the employee's service record and may be cause for denying future employment with the County. Any resignation without notice shall be reported in writing immediately to the Personnel Director by the appointing power.

3. LAYOFF

A. Reduction in Force

An employee may be laid off by the appointing power for the following reasons: a shortage of work; lack of funds; material change in duties or organization; or in the interests of economy, to reduce the staff of any County function or agency. The order of separations due to reduction in force shall be based upon class, type of appointment and seniority. The appropriate recognized employee organization will be notified as soon as it becomes certain that a layoff of employees represented by that organization will occur.

B. Area of Layoff

Whenever the layoff of one or more employees shall become necessary, such layoff shall be made by class, within the same department.

C. Seniority List

The Personnel Director shall establish seniority lists for those employees represented by the Humboldt Deputy Sheriff's Organization based upon employees' length of service in their present class. The Personnel Director

shall establish seniority lists for all other classes based upon employees' length of service with the County. Such lists shall be established on a departmental basis. For purposes of these procedures, "department" means those budget units administered by one appointing power.

(1) Total seniority credit shall be counted from the initial date of hire under any type of appointment, as long as there has been no break in service; otherwise, total seniority credits shall be counted from the first day of employment following the last break in service.

(2) One point of seniority credit shall be given for each qualifying month of service. For other than fulltime employees, 160 hours worked shall be equivalent to one month's service and seniority credit shall be given upon the completion of each 160 hours worked. A fulltime employee who has 15 or more calendar days of service in a calendar month shall be considered to have worked a complete month.

(3) Authorized leaves of absence without pay of less than one year shall not be considered breaks in service, but time spent on such leaves without pay shall not count toward seniority credits.

(4) Intermittent service under a temporary appointment shall not count toward seniority credits, except that seniority credit for those temporary employees who are working at the time of layoff shall be calculated from their last break in service.

(5) Seniority credit for regular, part-time service shall be computed on an hourly basis from the original date of appointment.

(6) Seniority credits for a particular class shall only include credit for service which is also included in the time period for total seniority credits.

(7) When two or more employees have the same total seniority score, the tie shall be broken and preference given in the following sequence: employee with the greatest seniority in the class in which layoff is being made and in related higher classes; employee with the greatest seniority in the County; employee with the greatest seniority in the department of layoff; employee whose name is drawn by lot by the Personnel Director.

D. Order of Separation in Reduction in Force

(1) Separation of employees shall be in the order in which their names appear on the seniority list for the affected class, with those persons having the least seniority credit being the first separated, except as otherwise provided in this Section 3.

(2) Employees in the same class shall be separated during a reduction in force, according to the type of appointment under which they serve, in the following sequence: emergency, temporary, provisional, substitute, probationary, permanent.

(3) The layoff of employees in grant funded positions shall be guided by pertinent regulations set forth in the grant contract. For employees in Unit 6 (HDSO) if a grant contract does not provide guidelines for layoff, then grant

funded employees who occupy previously allocated regular, fulltime positions shall be considered to have, for the purposes of this layoff procedure, the same appointment status as regularly funded employees as determined by their seniority in class. Any grant funded employee may be displaced by a qualified substitute, probationary or permanent employee in the same department who is scheduled for layoff and who has a larger number of seniority credits than the grant funded employee.

E. Notice to Affected Employees

After being advised by the appointing power of the number of positions involved, the Personnel Director shall send written notice to the last known address of each employee affected by a reduction in force by certified mail, return receipt requested, or by hand delivering such written notice, in person or through the management of the employee's department. For employees represented by AFSCME Local 1684 the Personnel Director shall have the option of either sending written notice to the last known address of each employee affected by a reduction in force by certified mail, return receipt requested; or by hand delivering such written notice, either in person or through the employee's department, with signed receipt requested. For employees represented by AFSCME Local 1684 such written notice shall be sent at least twenty-one (21) calendar days prior to the effective date of the action. For all other employees such notice shall be sent at least fourteen (14) calendar days prior to the effective date of the action. The notice shall be deemed to have been received one (1) working day after attempted delivery by the post office. For employees represented by AFSCME Local 1684 the mailed notice shall be deemed to have been received one working day after attempted delivery by the post office. The notice shall include the:

- (1) reason for layoff;
- (2) effective date of the action;
- (3) classes to which the employee may demote within the department;
- (4) seniority score of the employee;
- (5) location of the seniority list;
- (6) formula by which the seniority score is computed;
- (7) conditions regarding retention on and reinstatement from reemployment lists;
- (8) rules regarding waiver of reinstatement and voluntary withdrawal from the reemployment list;
- (9) any other relevant information regarding the reduction in force;
- (10) appeal rights of the employee; and
- (11) health insurance continuation information.

F. Demotion in Lieu of Layoff

An employee who is laid off may demote to a lower class in the same department which has similar duties, responsibilities and requirements, as designated by the Personnel Director, providing the total seniority credits exceed the total seniority credits of one employee in the lower class. For employees represented by AFSCME Local 1684 and HDSO (Unit 7), in the event that a regular part-time employee elects to demote to a lower class in which only fulltime employees are less senior, the regular part-time employee must accept fulltime employment in order to demote. To be considered for demotion in lieu of layoff, an employee must notify the Personnel Director in writing of his selection not later than seven (7) calendar days after receiving the notice of layoff.

G. Layoff (Reemployment) Lists—General

(1) The Personnel Director shall establish a layoff list for each class in which a reduction in force occurs. Such lists shall contain the names of permanent employees who were laid off or demoted in lieu of layoff from that class. For those employees represented by the Humboldt Deputy Sheriff's Organization, names shall be placed on a layoff list in order of seniority in present class, with the highest seniority being first on the list. For all other employees, names shall be placed on a layoff list in order of total seniority, with the highest seniority being first on the list.

(2) The names on a layoff list shall be valid for three years. An employee not rehired by the end of three years shall be eligible for reinstatement through Rule IV, Section 8.

H. Department Layoff List

A layoff list shall be established for the department in which layoff occurs. Appointments shall be made from the highest available eligible employee on the department layoff list who has expressed a willingness to accept reemployment. This list shall take precedence over the County layoff list. An employee whose name appears on a department layoff list will be allowed an unlimited number of waivers to offers of employment. His name shall be removed from the layoff list and his employment rights terminated, however, if he fails to reply to an offer of reemployment within ten calendar days after receipt of the offer or, after accepting a job offer, fails to report to work.

For employees represented by AFSCME Local 1684 the following shall apply. A layoff list shall be established for the department in which layoff occurs. Appointments shall be made from the highest eligible employee on the department layoff list. This list shall take precedence over the County layoff list. An employee whose name appears on a department layoff list will be allowed two waivers to offers of employment in a regular fulltime position. His/her name shall be removed from the department layoff list and his/her employment rights from the list terminated if he/she fails to accept the third offer of reemployment in a regular full-time position within ten calendar days after receipt of the offer, or after accepting a job offer, fails to report to work.

I. County Layoff List

A layoff list shall be established on a Countywide basis. In the absence of a department layoff list, the County layoff list shall be used to fill vacancies in all County departments operating under these procedures. A rule of six names shall be used in such cases. When there are fewer than six names, additional eligibles may be certified from the various lists next in order of preference until six names are certified. Individual names shall be removed from the County layoff list if the individual rejects or fails to reply to an offer for reemployment in the class within ten(10)calendar days after receipt of the offer or, after accepting a job offer, fails to report for work. An appointment from a County layoff list shall not remove a name from the department layoff list.

J. Layoff From Probationary Appointment

(1)If an employee is laid off who is on a probationary appointment from initial County employment, his name will be placed back on the eligible list from which he was appointed if the same list has not expired.

(2)If an employee with permanent status is promoted and a layoff occurs during the probationary period, the employee shall be entitled to return to his former position. If a separation is necessary as a result of the employee's return, the layoff procedure shall be followed.

K. Personnel reinstated from a layoff list shall be exempt from minimum medical and age requirements.

M. Employee Appeal Rights

(1)An employee who is laid off under this procedure shall have the right to appeal such layoff, subject to the conditions contained in this paragraph. Any appeal of a layoff shall be restricted to seniority score computation, classes to which demotion may occur, or other mechanical or procedural aspects of the layoff process, and shall not be based upon the merits of or the necessity for the layoff as determined by the Board of Supervisors or its designee.

(2)For employees not represented by AFSCME Local 1684, in the event of a layoff under this procedure, a Layoff Appeals Committee, consisting of an equal number of representatives of County management and the appropriate employee organization, shall be formed to review and act upon appeals based upon such layoff.

(3)All appeals pertaining to the layoff procedure shall be filed in writing with the Personnel Director:

(a)In the case of appeals filed by employees represented by AFSCME Local 1684, such appeals shall be filed within ten (10) calendar days of the date of delivery or attempted delivery of the notice of layoff to the employee. The Personnel Director shall have the discretion to partially or totally adjust the appeal in the employee's favor in lieu of initiating the Appeals Panel process in Merit System Rule XI; otherwise the Personnel

Director shall submit the appeal to the Merit System Appeals Panel as specified in Rule XI.

(b) In the case of appeals filed by employees not represented by AFSCME Local 1684, such appeals shall be filed within five (5) working days of the date that notice of layoff was received by the employee. The Personnel Director shall file the appeal with the Layoff Appeals Committee within five (5) working days of the date he receives the appeal.

The decision of the Layoff Appeals Committee shall be returned to the employee in writing within ten (10) calendar days of the date the appeal is received by the Layoff Appeals Committee. The decision of the Layoff Appeals Committee shall be final. If the Layoff Appeals Committee fails to come to a decision within ten (10) calendar days of the date the appeal is received, it shall submit a written request to the Personnel Director, on behalf of the employee, for a hearing before the Merit System Appeals Panel pursuant to Rule XI. The time periods specified in this paragraph may be extended by an agreement of the parties to the appeal.

(4) All appeals pertaining to the layoff procedure shall contain the following information:

- (a) the name of the employee;
- (b) the employee's class title;
- (c) the employee's department, division, and section;
- (d) the employee's mailing address;
- (e) a statement explaining the nature of the appeal;
- (f) a proposed solution to the matter;
- (g) the date of the execution of the appeal document; and
- (h) the signature of the employee.

4. MEDICAL TERMINATION

Medical termination by the Personnel Director shall be considered when an employee whose ability to perform his essential job functions has been impaired either through senescence or through injury or illness, has exhausted their accumulated benefit time, and is unable to return to their former position within one (1) year and if reassignment to another position is not practicable. An employee terminated under this provision is eligible to return to County employment under Rule IV, Section 9, MEDICAL REINSTATEMENT. Medical termination shall not be considered a disciplinary action, but employees terminated under this section shall be entitled to due process specified in Merit System Rule XI.

5. NOTICE OF SEPARATION

Appointing powers shall notify the Personnel Director of all separation actions before or within two (2) days after the termination has occurred unless specifically stated otherwise in this rule. Such notice shall be on forms

prescribed and furnished by the Personnel Director, and shall indicate the time and reasons for separation and whether or not the employee's services have been satisfactory.

RULE VIII
GRIEVANCE PROCEDURE

1. INTENT

The intent of this rule is to provide an employee the means to settle a grievance prior to filing an appeal for a hearing. The initiation in good faith of a grievance by an employee shall not be interpreted as reflecting unfavorably upon his relationship with his supervisors, nor upon his loyalty as a County employee, nor shall it be interpreted as reflecting unfavorably upon those involved.

2. DEFINITIONS

A. A "grievant" shall mean an employee or group of employees or the recognized employee organization filing a grievance.

B. A "grievance" shall mean a statement by a grievant that a controversy, dispute, or disagreement of any kind or character exists arising out of or in any way involving interpretation or application of the terms of this agreement or of an existing (County and/or department) rule, policy, MOU, or practice, or that an employee has been treated unfairly or inequitably, or that there exists a condition which jeopardizes employee health and safety, which is beyond the control of the grievant.

C. A "recognized employee organization" for purposes of this rule shall mean that organization which represents the grievant consistent with Section III, Subsection A 9 of the Employer-Employee Relations Policy.

Any employee affected by a disciplinary action may utilize this procedure in addition to exercising the appeals procedure, as set forth in Rule XI. Provisions of this rule are not intended to affect the time for commencing appeals under Rule XI.

3. PROCEDURES AND STEPS

A. Step 1

Within not more than ninety calendar days following the day when the grievant knew, or the day when it is reasonable to conclude that the grievant was aware or should have been aware, of the act or condition which is the basis of the complaint, the grievant may initiate a grievance by discussing the complaint in an informal conference with the supervisor with immediate administrative responsibilities for the position to which the grievant is assigned. No additional management or supervisory employee or employee organization representative may participate in this step. Failure to attempt to resolve the grievance at this step shall constitute grounds for dismissing the grievance.

B. Step 2

If the matter is not resolved to the grievant's satisfaction at the informal conference (or within five days), the grievant may, within ten working days from the date of the informal conference, present his/her grievance in writing to the supervisor with immediate administrative responsibility for the position to which the grievant is assigned, on a form provided by the Personnel Department. Said supervisor shall have five working days to give to the grievant a written decision after receipt of the written grievance.

C. Step 3

If the grievant is not satisfied with the decision of the immediate supervisor, he may, within ten working days of receiving the written decision of the immediate supervisor, appeal the grievance in writing to his division administrator or next level of supervision. Said division administrator or next level supervisor shall have five working days to meet with all parties to the grievance and to give a written decision after receipt of the written grievance.

D. Step 4

If the grievant is not satisfied with the decision of the division administrator or next level supervisor, he/she may, within ten working days of receiving the written decision of the division administrator or next level supervisor, appeal the grievance in writing to his/her department head. The affected department head shall have five working days to give a written decision after receipt of the written grievance. The department head will meet with all parties to the grievance.

E. Prior to Step 5 and upon mutual agreement of the parties, a grievance shall be submitted to grievance mediation through the California State Mediation and Conciliation Services.

F. Step 5

If the grievance is not settled in Steps 1-4 above, the grievant and/or the employer may, within five days of receiving the written decision of the department head, move the matter to appeal to the Merit System Appeals Panel as set forth in Rule XI. Neither party to this agreement shall refuse to proceed to the appeal procedure upon the grounds that the matter in question is not appealable. If the question of appealability is raised by either party, such question shall be determined in the first instance by the Appeals Panel. The Panel's award is final and binding upon the parties.

4. EMPLOYEE ORGANIZATION REPRESENTATION

A. All employees shall have the right of employee organization representation at each step of the grievance procedure except Step 1 and shall not be required to be present at any step other than Step 1.

B. Any individual employee or group of employees shall have the right at any time to present grievances to their employer and to have such grievances adjusted, without the intervention of the employee organization as long as the

adjustment is not inconsistent with the terms of any agreement, and the employee organization has been given the opportunity to be present and make statements at such adjustment. Copies of employer decisions given at any step of the grievance procedure in any grievance whatsoever shall be promptly delivered to the employee organization.

5. NO REPRISALS

No reprisals whatsoever shall be invoked against any employee for processing a grievance or participating in any way in the grievance procedure.

6. RELEASE TIME

Paid release time shall be provided when requested for all participants in the investigating and processing of grievances, including the grievant, employee organization representatives, and witnesses.

7. TIME FRAMES

Failure by grievant to comply with any of the time limit requirements specified in Steps 1-5 herein shall bar the grievant from proceeding to the next step, and the grievance shall be dismissed. Failure by employer representatives to comply with any of the time limit requirements specified in Steps 2-4 shall allow the grievant to proceed to the next step in the process.

8. EXTENSION OF TIME LIMITS

Any of the time limits related to grievant or employer representative actions or responses specified herein may be extended by mutual consent of the parties.

RULE IX
RIGHTS DISPUTE RESOLUTION

1. PURPOSES

The purposes of this rule are:

- A. to provide measures to protect the rights of the County, the rights of recognized employee organizations, and the rights of the individual County employee in the matters of employer-employee relations; and
- B. to resolve disputes, contests and controversies between and among parties; and
- C. to avoid costly and time consuming court actions by providing the remedies herein specified.

2. DEFINITION: COUNTY, RECOGNIZED EMPLOYEE ORGANIZATION, INDIVIDUAL COUNTY EMPLOYEE

As used in this rule:

- A. "County" means the Board of Supervisors, its agents, committees, commissions, and designated management and confidential employees and officers.

B. "Recognized employee organization" means an employee organization which has been formally acknowledged and recognized by the Board of Supervisors as the organization that represents employees of the County.

C. "Individual employee" means any County employee who has chosen, under Section 3502 of the Government Code, to represent himself/herself individually in his/her employment relations with the County.

3. DEFINITION: RIGHTS DISPUTE

As used in this rule, a "rights dispute" means a controversy over any charge of an alleged violation or contested matter relating to the rights of the parties. Allegations or contested matters subject to this rule shall include, but not be limited to:

A. Unfair labor practices.

B. Refusal to, or failure to, meet and confer in good faith.

C. Specifically, matters contested by the parties relating to interpretation of "scope of representation" (wages, hours, and other terms and conditions of employment).

D. Misinterpretation or misapplication of the County's rights as set forth in the Meyers-Milias-Brown Act, policies, rules, regulations, ordinances, procedures, and memoranda of understanding.

E. Misinterpretation or misapplication of the employee organization's rights as set forth in the Meyers-Milias-Brown Act, policies, rules, regulations, ordinances, procedures, and memoranda of understanding.

F. Misinterpretation or misapplication of the individual County employee's rights as set forth in the Meyers-Milias-Brown Act, policies, rules, regulations, ordinances, procedures, and memoranda of understanding.

Disputes to be resolved through this rule are reserved specifically to those set forth above and do not include grievances, disciplinary matters or application of layoff procedures; and this rule shall not supersede, nor influence, nor be influenced by, the provisions for resolving such disputes.

4. PROCEDURES: INFORMAL RESOLUTION

The parties shall first attempt to resolve a rights dispute informally. The party charging the alleged violation or contesting a matter shall notify the other party in writing. Such written notice shall provide information of the charge and shall, in addition, include, but not be limited to:

A. a description of the alleged violation or contested matter;

B. the date(s) of the occurrence;

C. the names of the persons directly involved; and

D. the names of witnesses, if any.

Within five (5) working days after notification, an informal meeting shall be held for the purpose of resolving the dispute. The charging party shall be the moving party relative to calling the meeting.

If resolved at the informal stage, the parties shall jointly prepare and sign a memorandum setting forth the terms and conditions of the settlement.

Failure to comply with the provisions of the informal resolution stage shall constitute grounds for dismissing the dispute.

5. FORMAL RESOLUTION

The failure to sign a memorandum setting forth the terms and conditions of the settlement moves the dispute to the appeals procedure as provided in Rule XI. The original charging party shall be the moving party (appellant) to prepare the notice of appeal.

RULE X DISCIPLINARY ACTIONS

1. BASIS FOR DISMISSAL, SUSPENSION, AND REDUCTION IN RANK OR COMPENSATION

The tenure of every employee holding a probationary or permanent appointment in the classified service shall be during good behavior and fit and efficient service. Any employee may be discharged, suspended or reduced in rank or compensation for good cause including, but not limited to, the following:

- A. Discourteous treatment of the public or fellow employees while on duty.
- B. Incompetence or inefficiency.
- C. Insubordination or willful disobedience.
- D. Inexcusable neglect of duty.
- E. Fraud in securing appointment.
- F. Mental or physical incapacity.
- G. Abuse, damage to or waste of public equipment, property or supplies due to gross negligence or willful acts.
- H. Drunkenness on duty.
- I. Unauthorized absence from duty.
- J. Falsification of any records.
- K. Conviction of a crime, the nature of which has a direct bearing on continued employment.
- L. Any other failure of good behavior which has been demonstrated to have impaired the effectiveness of the employee in rendering services to the County.

2. PROCEDURE

All disciplinary actions are to be preceded by an explicit verbal and/or written warning depending on the severity of the offense unless the circumstances

clearly preclude such warning. The employee is to be informed as to the reason for the warning and the necessary corrective action.

The County and the Union recognize the right of an employee to have a representative of that employee's choice present during an investigatory interview called by a supervisor, when the employee reasonably believes that disciplinary action might result. The obligation is on the employee to request the presence of a representative at the investigatory interview. The County does not have an obligation to inform the employee of this right.

Written warning shall indicate that further action will be taken if the causes are not corrected.

Any offense warranting dismissal, suspension without pay, demotion, or reduction in compensation is to be cleared through the Personnel Department prior to any final action taken to insure conformity with rules and procedures. Any proposed disciplinary action which may result in dismissal, suspension without pay, demotion, or reduction in compensation shall be set forth in writing to the employee at least five (5) working days before the proposed effective date of the action stating:

- A. a description of the proposed action and its effective date or dates;
- B. a clear and concise statement of the acts or omissions upon which the proposed action is based;
- C. a statement that a copy of the materials upon which the action is based are attached or available for inspection upon request; and
- D. a statement advising the employee of the right to respond, either verbally or in writing, to the appointing power proposing the action before the effective date.

Disciplinary action resulting in dismissal, suspension without pay, demotion, or reduction in compensation shall be set forth in writing to the employee within five (5) working days after such action stating:

- A. a description of the action taken and its effective date or dates;
- B. a clear and concise statement of the acts or omissions upon which the action was based;
- C. a statement advising the employee of the right to appeal and the time within which the employee must file the appeal per Rule XI.

A copy of the foregoing written notification shall be sent to the Personnel Department at the same time as to the employee. This procedure does not apply to voluntary reductions in rank or compensation.

3. DEMOTION

The appointing power may demote an employee to a vacant position in a lower classification or reclassify an employee's position downward if such employee's performance does not meet required standards. The Personnel Director shall determine the appropriate classification. Such action may only occur within the

demoting department. The appointing power shall follow the procedures outlined in Section 2 of this Rule to effect the demotion.

RULE XI
APPEALS PROCEDURE

1. PURPOSE

It is the purpose of this rule to provide a fair and orderly process by which appeals as specified in Rule VII, Section 3 ("LAYOFF") , Rule VIII ("GRIEVANCES"), Rule IX ("RIGHTS DISPUTES"), and Rule X ("DISCIPLINARY ACTIONS") are to be administered.

All remedies for resolving grievances, disputes and contested matters prior to appeal shall be exhausted before appealing under this rule. Failure to exhaust such remedies shall constitute grounds for waiving the rights to appeal.

The Merit System Appeals Panel as constituted under this rule shall serve as the body charged with, and responsible for, hearing such appeals as are provided under these rules.

2. COMPOSITION OF MERIT SYSTEM APPEALS PANEL

The Merit System Appeals Panel shall be created to hear and decide on appeals involving: layoff as defined under Rule VII, grievances as defined under Rule VIII, rights disputes as defined under Rule IX, and disciplinary actions as described under Rule X of these rules.

The Merit System Appeals Panel shall not serve to resolve impasse conditions resulting from interest disputes as described and defined in the Humboldt County Employer-Employee Relations Policy.

The Panel shall consist of three (3) members and shall be created in the following manner: one (1) member selected by the employer (Board of Supervisors); one (1) member selected by the employee or his/her employee organization; and the third member, who shall serve as chairperson, selected by the other two members. In the event agreement cannot be reached on the selection of the third member (chairperson), the other two members shall , within five (5) working days, formally and jointly request a list of five (5) neutrals from the State Conciliation Service.

Within five (5) working days after receiving the list of neutrals, the parties shall select a name from the list and shall notify the State Conciliation Service of the name of the selected chairperson. If the parties are unable to agree on a name, the chairperson shall be selected by alternately striking a name from the list with the first option to strike determined by lot.

Any costs of the service of the chairperson shall be shared equally by the parties.

3. NOTICE OF APPEAL AND INITIAL MEETING

Notice of appeal to the Merit System Appeals Panel shall be made in writing to the Personnel Director by the appellant or his/her authorized designated representative. Such written notice shall be limited to the following:

A. Layoff Appeals

Submitted by the Layoff Appeals Committee on behalf of the employee when it fails to come to a decision within ten (10) calendar days of the date the appeal is received (Rule VII, Section 3 M). For employees represented by AFSCME Local 1684 the following shall apply: Submitted by the employee to the Personnel Director within ten (10) calendar days of the date of delivery or attempted delivery of the notice of layoff(Rule VII, Section 3 M).

B. Grievance Appeals

Submitted by the grievant within five (5) working days after receiving the answer from the department head (Rule VIII, Section 3 E).

C. Rights Dispute Appeals

Submitted by the appellant within five (5) working days after the failure to sign a memorandum of settlement (Rule IX, Section 5).

D. Disciplinary Appeals

Submitted by the employee within five (5) working days after receiving the written order from the appointing authority (Rule X, Section 2).

Failure to comply with the above notice requirements shall constitute grounds for waiving the rights to appeal.

Upon receipt of a written notice of appeal, the Personnel Director shall check it as to form.

The written notice shall include the section of the rules under which the appeal is made and shall have as attachments any and all information developed during the pre-appeal stages.

After checking the notice as to form, and within five (5) working days of receipt of the notice, the Personnel Director shall notify the Board of Supervisors, the employee, or employee organization for the purpose of receiving from the parties the two (2) names selected to serve on the Appeals Panel. The two (2) persons so selected shall meet within five (5) working days after their selection for the purpose of selecting the chairperson as provided under Section 2.

4. POWERS AND DUTIES OF THE PANEL

Unless extended by mutual agreement of the parties, or by direction of the chairperson, the Merit System Appeals Panel shall commence its hearing at the earliest opportunity after the selection of the chairperson.

When an appeal has been received, the Panel shall, through the direction of its chairperson, be fully authorized and empowered to grant or refuse extensions of time, to set such proceeding for hearing, and to perform any and all other acts in connection with such proceedings that may be authorized by law or these rules.

The Panel may compel by subpoena witnesses to appear at the hearings as provided in Section 25170 of the Government Code.

The matters which the Panel shall consider, weigh and be guided by shall include, but not be limited to, the following:

- A. The State and Federal laws applicable to the parties.
- B. The stipulations of the parties.
- C. The interests and welfare of the public.
- D. Such other facts and information normally or traditionally taken into consideration in making findings and decisions.

5. EVIDENCE SUBMITTED IN HEARING

Oral evidence shall be taken only on oath or affirmation. Each party shall have the right to call and examine witnesses; to introduce exhibits; to cross-examine opposing witnesses on any matter relevant to the issue, even though the matter was not covered in the direct examination; to impeach any witnesses; and to rebut evidence. If the appellant does not testify in his/her own behalf, he/she may be called and examined as if under cross-examination. The hearing need not be conducted according to technical rules of evidence. Any relevant evidence may be admitted if it is the sort of evidence upon which responsible persons are accustomed to rely in the conduct of serious affairs, regardless of the existence of any common law or statutory rule which might make improper the admission of such evidence over objection in civil actions. Irrelevant and unduly repetitious evidence may be excluded.

6. RIGHT OF REPRESENTATION

Either party may be represented by counsel or other representation at the hearing.

7. REPORTING AND RECORDS

All appeals proceedings shall be recorded. Recordings and records of appeal proceedings shall be maintained by the Personnel Director for a period of two (2) years after the final decision is rendered by the panel. Either party may request a stenographic reporter to record the proceedings. The cost of the stenographic reporter shall be at the expense of the requesting party. Requests to arrange for a stenographic reporter shall be given by written notice to the Personnel Director five (5) days prior to the hearing and shall be accompanied by a sufficient fee to pay the costs of the stenographic reporter. In the event a transcript is requested by either party to a proceeding, the original and one (1) copy thereof shall be filed with the Personnel Director within thirty (30) days following the date of the final decision of the Panel.

8. HEARINGS

All hearings shall be closed to the public, except upon request of the aggrieved party for an open hearing.

At the request of either party, and in the sound discretion of the Panel, witnesses who have not testified may be excluded from the hearing room until such time as they are called to testify.

9. FINDINGS, DECISIONS AND ORDERS

Following the hearing the Panel shall consider the evidence presented and shall make written findings of fact regarding the appeal. The Panel shall further prepare a written decision stating the appropriate action to be taken. Copies of the decision shall be sent to the Personnel Director, who shall distribute them to all essential parties in the appeal.

The decisions of the Panel shall be final and binding on all parties, except for parties also covered under Local Agency Personnel System regulations, and shall be a matter of public record.

This final and binding administrative appeals procedure must be utilized in its entirety prior to filing any other actions.

Any court action brought by either party must be brought within ninety (90) days of the final decision of the Panel in the matter.

10. HEARING OFFICER OPTION

Upon mutual agreement of the appeal panel member selected by the employer and the appeal panel member selected by the employee or employee organization, the Chairperson of the Merit System Appeals Panel may sit as a hearing officer to make a decision on the issue(s) at hand. The hearing officer shall conduct the hearing and make a decision on the issue(s) in accordance with the procedures set forth in this Rule. The decision of the hearing officer shall be made in lieu of the decision of the Appeals Panel referenced in Section 9 of this Rule.

RULE XII MEDICAL EXAMINATION

1. PURPOSE

The purpose of conducting medical examinations is to maintain a health program calculated to improve the efficiency, morale and safety of County employees.

2. MEDICAL EXAMINATIONS

A. With the exception of elected and appointed officials, physicians, and attorneys, the medical history of all employees shall be evaluated by a licensed health professional approved by the Personnel Director prior to their initial appointment. Such evaluation shall include a physical examination if it has been determined by the Personnel Director that the nature of the duties to be performed warrants such examination.

B. Statements submitted by approved licensed health professionals shall certify that:

- (1) the candidate has the health and physical qualifications for the position;
- and

(2) any physical incapacities the candidate may have are not such that his job performance will be below the accepted level for the position or constitute a danger to himself or others.

C. The detailed medical history and record of physical examination shall be confidential and kept in an office designated by the Personnel Director.

D. Persons presently employed who are to be appointed to a classification which has more demanding physical requirements than the position presently held may be required to undergo a physical examination prior to appointment, as determined by the Personnel Director. If a temporary employee is reemployed, the necessity for a physical examination shall be determined by the Personnel Director. Emergency appointments shall not require medical history evaluations or physical examinations.

E. If reasonable cause exists the Personnel Director may require an employee to submit to a medical examination by a medical professional designated by the County to evaluate the capacity of the employee to perform the work of the position. The County shall pay for such medical examination(s) specifically required by the Personnel Director.

F. In any examination when a condition is found that affects the ability of the employee to provide fit and efficient service in the position that the employee holds, it will be the responsibility of the employee to correct the condition if possible or to accept whatever action may be taken by the appointing power. The employee, therefore, shall be responsible for the costs incurred for any follow-up medical care to correct the condition.

G. In any examination when an employee is found to have a condition that may reasonably be expected to be a direct threat to his fellow employees or the public, it will be the responsibility of the appointing authority and the Personnel Director to take such action as necessary to assure the safety of the employee, other employees, and the public.

3. RETURN-TO-WORK EXAMINATIONS

Employees who have been on leaves of absence for medical reasons shall be required by the Personnel Director to submit a statement from their attending physician indicating the ability of the employee to resume normal duties and shall include any specific limitations the employee may have in performing the duties. If the statement modifies the working ability, it shall indicate a time when the employee may resume his full duties.

RULE XIII REPORTS AND RECORDS

1. MASTER EMPLOYMENT RECORDS

The Personnel Director shall maintain, or cause to be maintained, a record for each employee in the service of the County, showing the name, title or position held, the department to which assigned, salary received, changes in employment status and such other information as may be considered pertinent, and this information shall be available to the individual employee.

2. CHANGE OF STATUS REPORTS

Every appointment, transfer, promotion, demotion, change of salary rate and any other temporary or permanent change in status of an employee shall be reported to and approved by the Personnel Director in such a manner as he shall prescribe.

APPENDIX G
COUNTY OF HUMBOLDT
HEALTH CARE PROVIDER CERTIFICATION

EMPLOYEE NAME: _____

1. The above named patient is not able to work from _____
until _____.

2. Return to regular work on _____

3. Return to work on _____ until
_____ with the following restrictions:

May work 4 6 8 hours per shift.

May not:

lift/push/pull/carry more than 10 20 30 50 pounds frequently or repetitively.

lift/push/pull/carry more than 10 20 30 50 pounds at any time.

prolonged bending or stooping

prolonged walking or standing

prolonged or repetitive climbing, kneeling, or squatting

climb ladders or work at heights

operate vehicles or moving equipment

sit more than _____ hours/minutes

other _____

4. Continues to be unable to work from _____
until _____.

INDUSTRIAL INJURY YES NO

HEALTH CARE PROVIDER:

NAME

ADDRESS

TELEPHONE

SPECIALTY

DATE