

# PACIFIC COUNTY CIVIL SERVICE RULES

## **1. GENERAL PROVISIONS**

### **1.01 AUTHORITY AND APPLICATION.**

These rules are promulgated pursuant to the authority granted by Chapter 41.14 RCW, Civil Service for Sheriff's Office. These rules are applicable to proceedings before the Civil Service Commission and should be read in conjunction with the Specific provisions of 41.14 RCW.

### **1.02 SCOPE AND PURPOSE.**

These rules govern the continuing administration of the Civil Service System of Pacific County. The purpose of these rules is to assure that the Civil Service System in Pacific County is administered in accordance with the ordinances of Pacific County and that all proceedings before the Commission are conducted in an orderly, fair and timely manner.

### **1.03 PRESUMPTION OF VALIDITY.**

The Civil Service System implemented by these rules substantially accomplishes the purpose of 41.14 RCW. These rules are presumed to be valid and shall be upheld unless in direct conflict with 41.14 RCW.

### **1.04 SEVERABILITY.**

If any provision of these rules or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications of these rules which can be given effect without the invalid provision or application, and to this end, any section or word is declared to be severable.

## **2. ADMINISTRATION AND OPERATIONS**

### **2.01 COMMISSION – MEETINGS – QUORUM.**

In the necessary conduct of its work, the Commission shall meet once a month at a regularly scheduled time and place unless there is no pending business requiring Commission action. Notice of special meetings shall be provided as required by the Open Public Meetings Act (Chapter 42.30 RCW, as amended.) The Commission shall conduct hearings as required. Notice of hearings shall be provided as required by these rules. Two members of the Commission shall constitute a quorum. No action of the Commission shall be effective unless two members concur therein. All Commission meetings or hearings, regular or as required, shall be open and public. Provided, however, that the Commission may meet in executive session as authorized by the Open Public Meetings Act (Chapter 42.30 RCW, as amended).

### **2.02 CHAIR – VICE CHAIR.**

At the first regular meeting in January of each year, the Commission shall elect one of its members as Chair and another member to serve as Vice Chair for a term of one year. Should a Chair and/or Vice Chair resign or be removed from the position prior to the expiration of his/her term, the Commission, upon appointment of a new member, shall proceed to the election of a new Chair and/or Vice Chair.

### **2.03 RULES OF ORDER.**

Roberts Rules of Order shall be final authority on all questions of procedure and parliamentary law not otherwise provided by these rules.

### **2.04 COMMISSIONERS – CHALLENGE.**

A challenge to a commissioner sitting at a hearing shall be made by an interested party prior to the commencement of a hearing. The challenged commissioner shall review and rule on the challenge prior to proceeding with the hearing. Upon a commissioner's finding of cause for disqualification, the commissioner shall take no part in the hearing. Failure to timely raise a challenge shall

constitute a waiver of the challenge by the party unless, in the exercise of reasonable diligence, a basis for challenge is unknown to a party prior to commencement of a hearing.

**2.05 COMMISSIONERS - CHALLENGE - NECESSITY.**

If, as a result of disqualification(s) pursuant to Rule 2.04, there is no longer a lawfully constituted quorum available, then by reason of necessity the disqualified commissioner(s) shall return and proceed with the hearing.

**2.06 OFFICE.**

The office address of the Civil Service Commissioner is Pacific County Courthouse, South Bend, Washington. The mailing address is Pacific County Civil Service Commission, P.O. Box 6, South Bend, WA 98586.

**2.07 PUBLIC RECORDS.**

Public records of the Commission shall be available for inspection and copying. No fee will be charged for inspection of public records. Inspection will be in a space provided by the Secretary and under his/her supervision, and must be accomplished without excessive interference with the essential functions of the Commission. Copies will be made available at actual cost or as provided by County ordinance. These rules shall be printed for free public distribution.

**2.08 RECORD OF PROCEEDINGS.**

The Commission shall keep a record of its proceedings. The record of the Commission shall not include a written verbatim report of proceedings unless ordered. The Commission may retain a court reporter to record all or part of a proceeding. In addition, a party to a proceeding, at his/her own expense, may have a court reporter record all or part of a proceeding. On appeal or review, costs of transcription may be recovered by the Commission, or a prevailing party, at the discretion of the reviewing court or the Commission. Upon appeal or review, transcription and certification of a record of proceedings shall be arranged by the Secretary.

**2.09 REPORTS - APPLICANTS, ELIGIBLE, EMPLOYEES.**

a. Each applicant, eligible and employee shall keep the Commission informed, by written notice to the Secretary, of current address and telephone number, and shall report any change of name through marriage or otherwise.

**2.10 REPORTS.**

The Appointing Authority shall immediately report to the Secretary in such detail and on such forms as the Secretary may prescribe:

- a. Every appointment, transfer, promotion, demotion, reduction, layoff, reinstatement, suspension, leave of absence without pay, return to duty, assignment, change of position within a class or within an assignment title, change of title, change of compensation;
- b. Every separation from the service with the reasons therefore; and
- c. Every refusal or failure to accept appointment by a person whose name has been certified.

**3. SECRETARY AND CHIEF EXAMINER**

**3.01 SECRETARY AND CHIEF EXAMINER - APPOINTMENT.**

A Secretary and Chief Examiner (hereafter, "Secretary") shall be appointed by the Commission.

**3.02 QUALIFICATIONS.**

The Secretary shall be appointed as a result of a competitive examination, which examination must be open to all properly qualified citizens of the County; provided, that no appointee of the Commission, either as Chief Examiner or as an Assistant to the Chief Examiner, shall be an employee of the Sheriff's Department.

**3.03 SECRETARY - DISCIPLINE.**

The Secretary may be subject to suspension, reduction, or discharge in the same manner and subject to the same limitations as are provided in the case of members of the classified service.

**3.04 SECRETARY - AUTHORITY.**

In addition to acting as the Secretary of the Commission, the Secretary shall:

- a. Be the general manager and executive officer of the Civil Service Department, responsible to the Commission, and shall direct the activities of any personnel in the Civil Service Department, including their appointments and removals;
- b. Delegate duties where necessary and supervise and direct the work of any persons employed by said Department, including the preparation, conduct, and scoring of examinations, and maintenance of the classification plan;
- c. Report to the Commission from time to time as directed concerning the details of the work of the Department;
- d. Prepare the budget for the Department, approve accounts, and administer generally the expenditure of funds appropriated for the operation of the Department;

- e. Classify all civil service positions in the classified service, maintain a schematic list of all such classes in the classification plan, and prepare and maintain specifications for each class;
- f. Determine which examinations shall be conducted, the minimum qualifications of applicants, the subjects to be covered in each examination, methods of testing, and the relative weights to be given to the various parts of the examinations; supervise the conduct of the examinations, appointing such experts, special examiners, and other persons he/she may deem necessary; decide all questions relating to the eligibility of applicants, the admissibility of applicants to the examinations, extension of time and all questions arising during the course of an examinations to the Commission, together with a report on all appeals from rulings or appeals from any part of the examination.
- g. Perform all other functions necessary for the proper carrying out of these rules and the provisions of law relating to the Civil Service System, and such additional duties as may be assigned to him from time to time by the Commission.

**3.05 REVIEW OF AN APPEAL FROM ACTIONS OR DECISIONS OF THE SECRETARY.**

- a. The Commission on its own motion may review or modify any action or decision by the Secretary.
- b. Any person adversely affected by any action or decision of the Secretary may request the Commission to revise or modify such action or decision. Such request shall be in writing setting forth with reasonable certainty the action objected to, the grounds supporting the requests, and the relief sought, and must be made within ten (10) days from the date of notice of such action unless established otherwise in these rules. The Commission shall thereupon, if in its opinion good cause is shown, conduct a hearing thereon.

### **3.06 TEMPORARY APPOINTMENT OF CIVIL SERVICE ADMINISTRATIVE ASSISTANT**

The Commission may appoint a civil service administrative assistant on a temporary basis, not to exceed six (6) months unless extended by the Commission, without a competitive examination process. The Civil Service Administrative Assistant will be paid at a rate negotiated by the Commission and approved by the Pacific Board of County Commissioners. The Administrative Assistant will serve at the pleasure of the Commission and will perform administrative support functions. The Administrative Assistant shall have no decision making authority.

**4. DEFINITIONS**

The following words and phrases shall have the meanings hereinafter described unless the context in which they are included clearly indicates otherwise.

**4.01 ACTUAL SERVICE.**

Time in which a given employee has been engaged under civil service appointment in the performance of the duties of a position or positions and shall include absences with pay.

**4.02 ALLOCATION.**

The locating or placing in the classified service of a position in the class appropriate to it on the basis of duties and responsibilities and required qualifications of such position.

**4.03 APPLICANT.**

Anyone who has filed an application to take a civil service examination.

**4.04 APPOINTING AUTHORITY.**

The County Sheriff is invested by law with power and authority to select, appoint, or employ any deputy or other employees included in this system.

**4.05 APPOINTMENT - REGULAR.**

The appointment of a certified eligible.

**4.06 APPOINTMENT - EMERGENCY.**

The appointment of a person for the purpose of filling an emergency need.

**4.07 APPOINTMENT - TEMPORARY.**

The appointment of a person to fill a temporary need. There are three types of temporary appointment:

- a. An appointment from an eligible register for the purpose of performing work belonging in the classified service.
- b. An appointment from an eligible register for the purpose of performing work usually performed by a regular employee on leave of absence. RCW 41.14.160.
- c. An appointment other than from an eligible register for the purpose of performing work belonging in the classified service.

- 4.08 ASSIGNMENT.** An employee may be assigned to a position which carries additional salary and additional limited responsibilities and is within the scope of the specification for the class from which assignment is made.
- 4.09 BREAK IN SERVICE.** A separation from civil service status with a loss of accumulated service credit as occasioned by a “quit”, “resignation”, “discharge”, or “service retirement”.
- 4.10 CANDIDATE.** Any applicant who has completed, or is in the process of completing, a civil service examination.
- 4.11 CERTIFICATION.** A list of names from an eligible register transmitted by the Civil Service Commission to an appointing authority from which such appointing authority may fill a vacancy.
- 4.12 CERTIFY.** Verify to the appointing authority that a list of names of candidates for employment has been selected from the list of persons tested and found eligible for employment.
- 4.13 CLASS.** A group of positions designated by the Commission as having similarity in duties and responsibilities, by reasons of which the same examination may be used for each position in the group.
- 4.14 CLASS SERIES.** Two or more classes which are similar as to line of work but which differ as to degree of responsibility and difficulty and which have been arranged in a ladder of steps in a normal line of promotion.
- 4.15 CLASS SPECIFICATION.** A description of the essential characteristics of a class and the factors and conditions that separate it from other classes, written in terms of duties, responsibilities and qualifications.
- 4.16 COMMISSION.** The Civil Service Commission. The term Commissioner means any one member of said Commission.
- 4.17 CONTINUOUS SERVICE.** Employment without interruption, except for absences of approved leave or absence to serve in the Armed Forces of the United States.
- 4.18 COUNTY.** Pacific County.

- 4.19 DEMOTION.** Removal of an employee from a higher salaried position to a lower salaried position.
- 4.20 DISCHARGE.** Removal of an employee from a higher salaried position to a lower salaried position.
- 4.21 ELIGIBLE.** Anyone qualified for a given class through examination and placed on the proper eligible register; also, "certified eligible."
- 4.22 ELIGIBLE REGISTER.** A list of successful examinees for a given class from which certification may be made to fill vacancies in such class.
- 4.23 EMPLOYEE.** Anyone holding a position in the Civil Service System of Pacific County.
- a. **EMPLOYEE - REGULAR.** Any employee who has been appointed from a certification and who has satisfactorily served the full probationary period.
  - b. **EMPLOYEE - TEMPORARY.** Any employee appointed to a position to fill a temporary need.
  - c. **EMPLOYEE -- EMERGENCY.** Any employee appointed to a position to fill an emergency need.
  - d. **EMPLOYEE - EXEMPT.** Any employee in a position of employment which is not subject to Civil Service Rules and regulations, and in which one serves at the discretion of the appointing authority.
  - e. **EMPLOYEE - PROBATIONARY.** Any employee appointed from a certification that has not yet completed one year of employment.
  - f. A regular employee is the only employee with rights under Rule 19.01.
  - g. A "casual" employee is one not regularly scheduled to work or scheduled to work less than eighty (80) hours a month.
- 4.24 EXAMINATION.** The process of testing the fitness and qualifications of applicants for positions in a specific class.
- a. **EXAMINATION - OPEN GRADED.** An examination open to any member of the public meeting the requirements as stated in the official bulletin announcing such examination.

- b. **EXAMINATION - PROMOTIONAL.** An examination limited to employees meeting the requirements stated in the official bulletin announcing such examination.
- 4.25 LAYOFF.** The interruption of service and pay of any regular or temporary employee because of lack of work or funds, except that the term shall also apply to the separation of temporary employees who have completed the stipulated period of employment.
- 4.26 OFFICIAL BULLETIN.** The examination announcement containing basic information about the class of positions, the requirements for filling, how to apply, and the other pertinent information which is posted in the Court House and in other suitable locations.
- 4.27 OFFICIAL NEWSPAPER.** The newspaper designated as official by Pacific County.
- 4.28 PERSONAL PRONOUN.** The personal pronoun of the masculine gender shall apply equally to the feminine gender when appropriate.
- 4.29 POSITION.** Any group of duties and responsibilities in the service of Pacific County, which one person is required to perform as full- or part-time employment.
- a. **POSITION - Regular.** A position included in the official annual budget that is neither specified as seasonal employment, nor limited for a period of less than the budget year, unless the appointing authority certifies to the Civil Service Commission that such will not be continued in the succeeding year's budget.
- b. **POSITION - Regular Part-Time.** Employment in a permanent position for work on a basis of less than eight hours a day or less than forty hours a week.
- 4.30 PROBATION OR PROBATIONARY.** The status of an employee during a trial period following a regular appointment from an eligible register. This trial period is part of the examination process and is a working test during which an employee is required to demonstrate, by actual performance of the duties, fitness for the position to which certified and appointed.

- 4.31 QUIT.** Any voluntary separation of an employee from Pacific County service without acceptance of a resignation by the appointing authority.
- 4.32 REDUCTION.** The removal of an employee from a higher salaried position to a lower salaried position for reasons other than for cause.
- 4.33 REGISTER.** A list of candidates for employment who have passed a Civil Service examination, whose names may be chosen and certified by the Commission for submission to the appointing authority for consideration for employment. See 4.22, "Eligible Register".
- 4.34 REINSTATEMENT.** Reappointment of a regular employee to a position in a class in which he was a regular employee.
- 4.35 REINSTATEMENT REGISTER.** A list of names of persons who were regular employees in a given class and who were laid off and are entitled to reinstatement in such class. A reinstatement register may also include former employees on disability retirement who are capable mentally and physically for reinstatement.
- 4.36 RESIGNATION.** A written request by an employee for separation from a class or from Pacific County service.
- 4.37 SECRETARY.** Secretary and Chief Examiner as defined in Chapter 3.
- 4.38 STANDING - REGULAR.** The full civil service status of a regular employee.
- 4.39 SUSPENSION.** A disciplinary action that results in the Temporary removal of an employee from employment without pay.
- 4.40 VETERAN'S PREFERENCE.** Preference in examinations and employment, based on military service, as provided and defined by applicable laws.
- 4.41 ADMINISTRATIVE LEAVE.** The temporary removal of an employee from his normal work assignment, with pay, in order to allow a personnel matter to be investigated.

**5. RULE MAKING**

**5.01 AMENDMENTS OF RULES.** Unless upon emergency declared by all commissioners present, amendment to these rules shall be first discussed in an open regular or special meeting at least one meeting prior to adoption. Upon declaration of emergency, a rule amendment may be adopted at the meeting at which the amendment is first proposed.

**5.02 EFFECTIVE DATE OF RULES.** All rules and amendments shall become effective immediately upon their adoption by the Commission, unless some later date is specified therein.

**5.03 COPIES OF RULES.** A copy of these rules and a copy of all subsequent rules or amendments shall be sent as soon as practicable after adoption of each affected department of the County. A copy shall be maintained in the office of the Commission for public inspection and copies shall be available for free public distribution as required by state law.

**5.04 EFFECT OF RULES.** The terms and conditions of civil service employment are governed by these rules, and applicable statute and ordinance. No employee shall have a property interest in or as a result of these rules. These rules, and rules the Commission may enact, regulate the mode and appointment of tenure in the civil service, and employees are subject to these rules and amendments thereto.

**6. CLASSIFICATION**

**6.01 CLASSIFICATION PLAN.** A class specification shall be prepared and maintained for each class in the classified Civil Service System. Such specifications shall describe the class generally, distinguish it from other classes, give examples of typical duties of the class, and shall contain, when applicable, a statement of those qualifications for applicants for positions in the class not otherwise provided in these rules.

**6.02 ADMINISTRATION OF POSITION CLASSIFICATION.** The Secretary will make, or cause to be made, position classification studies of individual positions or groups of positions whenever it is deemed necessary, whenever the duties or responsibilities of existing positions have undergone significant changes; whenever notification is received that new positions are to be established by the County Commissioner; or may do so upon request of an appointing authority or an affected employee if the classification of such position has not been reviewed within the last 12 months.

**6.03 CLASSIFICATION OF POSITIONS**

a. Each position in the classified service shall be classified at the direction of the Secretary and allocated to its appropriate class in accordance with the character, difficulty, and responsibility of its designated duties. Positions shall be allocated to a given class when:

- (1) The same descriptive title may be used to designate each position in the class;
- (2) The same level of education, experience, knowledge, ability, and other qualifications may be required of incumbents; and
- (3) Similar tests may be used to select incumbents.

b. All classes involving the same character of work but differing as to level of difficulty and responsibility shall be assembled into a class series.

c. Compensation or salary shall not be a factor in determining the classification of any position or the standing of any incumbent.

d. In allocating any position to a class, the specification for the class shall be considered as a whole. Consideration shall be given to the general duties, the specific tasks, and the responsibilities, the required and desirable qualifications for such position, and the relationship thereof to other classes. The examples of duties set forth in such specification shall not be construed as all inclusive or restrictive, and an example of a typical task or a combination of two or more examples shall not be taken, without relation to all parts of the specification, as determining that a position should be included within a class.

e. No one whose position has been allocated to its appropriate class shall be assigned or required to perform duties generally performed by persons holding positions in other classes, except in case of emergency or for limited periods of time when approved by the Secretary; provided, that nothing in this provision shall be construed as preventing the assignment of duties of a higher rank as part of a training period, or for relief periods, and provided, further, the clause in any specification "and to perform related work as required" shall be liberally construed.

f. An employee may be assigned to a position which carries additional salary and limited additional duties and responsibilities and is within the scope of the specification for the class from which assignment is made. If the duties of the position for which an assignment is proposed are beyond the scope of the official specification for the base class, such position must be separately classified and eligibility established by examination. No permanent or vested rights shall be acquired by reason of such assignment, and such assignments shall be subject to review and change by the appointing authority at any time.

#### **6.04 RECORDS.**

a. Separate records of each position in the classified Civil Service shall be maintained by The Civil Service in the following manner:

- (1) Each position record shall include a notation of the authority for establishing the position, the name of each successive incumbent, all

classification actions relating to it, its organizational and physical location in the department, and a current description of its duties.

(2) A personnel record for each employee shall be kept with a record of the position occupied by the incumbent.

(3) It shall be the duty of the appointing authority to supply to the Secretary, in writing, all necessary information to enable the Civil Service Department to maintain such records described in (1) and (2) above, and including any significant change in the duties of the position.

b. The Secretary shall report any classification action to the department head concerned and to the Commissioners. The department head shall be responsible for notifying his subordinates of any classification action affecting their status or allocation of their positions.

#### **6.05 EFFECT OF CLASSIFICATION CHANGES ON INCUMBENT**

a. Whenever the title of a class is changed without a change in duties or responsibilities, the incumbent shall have the same status in the retitled class as held in the former class.

b. Whenever a position is reclassified from one class to a higher salaried class, the incumbent shall not continue in the same position, except temporarily, without gaining eligibility for the new class by examination and receipt of an appointment thereto in accordance with these rules.

c. Whenever a position is reclassified from one class to a lower salaried class, the regular incumbent may, with the concurrence of the appointing authority and the Commission, elect to take a voluntary reduction to the lower class; or at his option and with the concurrence of the appointing authority and the Commission, may remain in the reclassified position for a temporary period as limited by the Commission only until transfer can be made to another position in the class in which he has regular standing.

## **7. APPLICATION AND APPLICANTS**

### **7.01 GENERAL REQUIREMENTS FOR FILING APPLICATIONS**

- a. All applicants for examinations for positions in the classified Civil Service must file written application on a form prescribed by the Secretary; and no one shall be admitted to any examination without having first filed an application on the proper form, giving fully, truthfully, and accurately all information required.
- b. In order to file an application for examination, the applicant must:
  - (1) Meet the requirements specified in these rules and in the official examination bulletin as the closing day of the official filing period;
  - (2) Produce evidence of education, training, experience, or any lawful requirement for a class, as directed by the Secretary.
- c. Time for filing applications:
  - (1) All applications for examination shall be filed with the Secretary during office hours and within the time limit fixed in the official announcement of examination; provided, that upon written evidence of extenuating circumstances acceptable to the Secretary, late applications may be accepted.
  - (2) The time for filing applications may be extended by the Secretary as the needs of the service require; provided, that the examination shall then be re-advertised in the official newspaper of the County.

### **7.02 APPLICATIONS FOR PROMOTIONAL EXAMINATIONS**

- a. An application shall be accepted from any regularly appointed employee in the classes from which promotion is allowed who, in addition to meeting the requirements of Rule 7.01, has the requisite service credit as designated in the official bulletin.
- b. When designated in the official bulletin, the Secretary may permit regular employees and probationers to file for and take a promotional examination for delayed eligibility if on the last day for accepting applications they meet lower

specified minimum service requirements in the classes from which promotion is allowed.

**7.03 SPECIAL REQUIREMENTS**

a. The Secretary may prescribe such limits and such other specific requirements, physical or otherwise, as in the Secretary's judgment are required by and related to the work to be performed.

b. When designated on the official bulletins, the Secretary may permit filing by an applicant not more than one year under the specified minimum age on an open graded/entrance examination, and not more than two years under the specified experience on a promotional examination. A successful candidate will have delayed eligibility until the required minimum age or experience is attained.

**7.04 REJECTION OF APPLICATION OR ELIGIBLE.** The Secretary may reject an applicant for examination, withhold from a register or from certification the name of an eligible, or remove from a register the name of an eligible if the applicant or eligible:

a. Does not meet the requirements set forth in these rules or in the bulletin announcing the examination;

b. Is physically or mentally unfit to perform the duties of the position sought;

c. Has been convicted of any felony or a misdemeanor involving moral turpitude (see Chapter 9.9A RCW);

d. Has been dismissed or has resigned in lieu of discharge from any position, public or private, for any cause which should be a cause for dismissal from Pacific County service; or has an unsatisfactory record of employment in the Pacific County service, or with any other agency or firm;

e. Has made any material false statement or has attempted any deception or fraud in connection with this or any other civil service examination;

f. Fails to appear for fingerprinting or other investigation as required;

- g. Has assisted in preparing the examination for which application is sought, or has in any other manner secured confidential information concerning such examination which might give an unfair advantage over other applicants in the examination;
- h. After notification, did not promptly appear at the time and place designated for the examination;
- i. Has been discharged from the Armed Forces under dishonorable conditions;
- j. Has engaged in conduct that demonstrates being unfit for employment.

**7.05 DEBARMENT FROM EMPLOYMENT**

- a. No one who has been dismissed from the service for cause involving moral turpitude shall be allowed to again enter the service, and anyone dismissed for other good cause shall be allowed to again enter the service only by express consent of the Secretary;
- b. Any applicant for appointment, promotion, reemployment, increase of salary, or other personal advantage, who shall directly or indirectly pay or promise to pay any money or other valuable thing to anyone whatever for or on account of such actual or prospective advantage, shall be ineligible for any further employment in the Civil Service.

**7.06 NOTICE OF NON-ACCEPTANCE.** Anyone against whom action is taken under Rule 7.05a shall be notified promptly by the Civil Service Department of the reasons thereof by either oral notice at time of filing the application and/or written notice mailed to the applicant or eligible.

**7.07 ADMISSION TO EXAMINATION PENDING APPEAL.** The Secretary may admit to the examination anyone whose application was not accepted, pending final disposition of an appeal, such admission to be without prejudice to either the County or the applicant.

**7.08 AMENDMENT OF APPLICATION.** The Secretary may permit any applicant, before or after acceptance of the application form, to amend the application to or file an amended application.

**7.09 APPLICATIONS NOT RETURNED.** All applications when completed and filed become the property of the Commission and thereafter may not be returned to the applicant.

**7.10 APPLICATION FEE.** An application fee may be charged. The amount to be determined by the Secretary.

**8. EXAMINATIONS**

**8.01 ORDERING EXAMINATIONS.** The Commission shall order an examination whenever it is deemed to be in the best interest of the County. The secretary shall administer examinations as provided by these rules.

**8.02 EXAMINATION ANNOUNCEMENT.** Public notice of examinations shall be given by the Secretary in the official newspaper at least fifteen (15) days preceding such examination and in any other publications which the secretary may direct. The official bulletin shall be posted in the Courthouse, other County office buildings, and the Sheriff's Offices. In addition to the public notice, promotional examinations notices shall be posted in the Sheriff's Offices not less than fifteen (15) days preceding the examination.

**8.03 AMENDMENTS TO ANNOUNCEMENTS.** The Secretary may amend any published announcement with appropriate public notice.

**8.04 OPEN ENDED RECRUITMENT**

**A.** A continuous or periodic examining process may be ordered and administered by the Secretary or Administrator for any class of positions other than promotional examinations. Filing applications will be accepted on an open ended basis throughout the year and will be retained for one (1) year from the time of filing. Qualified eligibles will be notified by email, mail and/or canvassing when examination date is established to verify interest. Examination will be administered four (4) to six (6) weeks after publication of test date(s). If eligible applicant is not interested in an examination, his/her application will be expired at that time. The names of qualified eligibles resulting from examination shall be entered on the eligible register and certification for appointment on the register shall be made in the same manner as from any eligible register. Names of eligibles from successive examinations in the same program shall be entered on

the eligible register for the class at the appropriate places as determined by final grades. Names may be withheld from certification or removed from such eligible registers in the same manner and for the same reasons as from any eligible register.

**B.** To expedite certification and appointment and to maintain security of examination material, no keyed copy of the written test will be provided at any time. The eligible register may be promulgated immediately after the results are obtained.

**C.** Except as above provided, the rules applicable to other examinations shall apply to periodic examinations.

**D.** When it is determined by the Commission that the testing for any class is needed, the following will be the process of notification:

- Advertisement will be sent to the Official County Paper as well as informational advertisements to surrounding newspapers and online affiliates
- Canvassing of all eligible applicants to determine interest for all applicants will be conducted by the Secretary or Administrator
- Deadline for acceptance of applications will be fifteen (15) days after publication of advertisement; Testing will begin at least 4-6 weeks thereafter

**E.** Registers will still expire the same as periodic registers; after 1 year or extended up to 3 years. When register expires, applications received through the open ended recruitment will then be notified for examination as the process explained in 8.04D.

**8.05 CHARACTER OF EXAMINATIONS.** All examinations shall be competitive, impartial, and practical in their character. They shall be designed to qualify and rank applicants in terms of their relative fitness to perform the duties of the class for which the examination was ordered. An examination shall be deemed to be competitive when applicants are tested as to their relative qualifications and abilities, or when a single applicant is scored against a fixed standard.

Examinations may be categorized as lateral and/or entry level.

**8.06 CONTENT OF EXAMINATIONS.** Examinations may include written tests, personal qualifications, physical or performance tests, or evaluations of training and experience, interviews, or any other suitable evaluation of fitness, or any combination of such tests. Such tests may evaluate education, experience, aptitude, knowledge, skill, physical condition, personal characteristics and other qualifications to determine the relative fitness of the candidates.

**8.07 PARTS AND WEIGHTS.** Such examination shall embrace one or more parts to which a raw score, rank order, or percentage weight shall be assigned. One or more of the following options shall be utilized in scoring an examination;

a. A raw score >< shall be the sole indicator of final score of a written examination, unless otherwise determined by the Commission prior to exam administration.

b. A rank order list shall be the final result of an assessment center type of examination. The rank ordering shall be determined by the number of points earned in an assessment center. Assessors retained by the Commission shall have the latitude and flexibility of recommending individuals for promotion in addition to not recommending individuals for promotion, thus not including those individuals on the eligibility list who do not receive recommendations.

c. A percentage weight shall be determined by multiplying the weight assigned to one or more parts of an examination and the sum of the resulting products, to be called the "weighted average".

**8.08 PASSING GRADES**

a. A final minimum passing score required shall be determined by the Commission prior to any examination in which a raw score is utilized.

b. Where an examination consists of two or more parts, the Commission may set a minimum score to be required in any part of such examination, and any applicant who fails to attain such minimum score shall be considered as having failed in the entire exam and shall not be entitled to take the balance of the exam. The minimum score required and the part of the exam to which it is applicable shall be stated in the official bulletin or announced at the time of the examination.

**8.09 PROMOTIONAL EXAMINATIONS.** Vacancies in the higher salaried positions of a class shall be filled by promotion, whenever practicable in the judgment of the Commission. Upon showing from a department that special training and knowledge gained within a department is essential to the proper filling of the vacancy, the Commission may limit an examination to a promotional within a department only.

**8.10 OPEN GRADED EXAMINATIONS.** An examination may be advertised as open graded when, in the judgment of the Commission, it is in the best interest of the service.

**8.11 VETERANS' CREDIT.** Veterans who have passed an examination shall be entitled to credit pursuant to Chapter 41.04 RCW. Effective June 8, 2000 RCW 41.04.005 and 41.04.101, passed in the 2000 legislature in the form of SSB 5366, significantly expanded the Veterans preference relating to Civil Service hiring and renamed it "scoring criteria status". These new laws will be applied for all veterans who receive a passing mark, grade or rating in a competitive examination.

**8.12 SERVICE CREDIT IN PROMOTIONAL EXAMINATIONS.**

a. Service credit in any promotional examination shall be given for a maximum of 20 years service with a maximum of 10 points computed in the following manner:

1-3 years of service - no point

after 3 years -  $\frac{1}{4}$  point for next 4 years

next 8 years -  $\frac{1}{2}$  point per year

each year beyond - 1 point per year

b. No points will be given for a fractional part of a year. Anyone who attains the required minimum grade on a promotional exam will be entitled to the applicable points. Service points will not be awarded to any person not attaining the minimum grade.

### **8.13 KEYED COPY INSPECTION AND EXAMINATION PROTEST**

a. Any protest against the scope, content, or practicality of any part of an examination shall be filed in writing with the Secretary within five (5) working days immediately following the administration of such part, or within the time limit specified on the examination instruction sheet.

b. When a keyed copy is provided, protests against the proposed keyed answers must be filed in writing within five (5) working days or the time limitation specified on the examination instruction sheet. No keyed copy will be provided for inspection on standardized tests or on continuous or periodic exams.

c. When a qualifying grade is required on any part of an examination, those who fail to receive the qualifying grade shall be notified and any protest or appeal must be filed in writing within five (5) working days after the notices of results have been mailed.

d. Any protest against scoring or any allegation of clerical error in the final results of an examination must be filed in writing within ten (10) working days after the notices of results have been mailed.

e. All protests filed in accordance with this rule shall be considered and any proper corrections made. If authorized corrections are applicable to other examinees, the corrections shall be made on all examination papers affected.

**8.14 CORRECTION OF CLERICAL ERRORS.** Any clerical error may be corrected by the Secretary upon discovery at any time during the life of the eligible register, but no such correction shall affect an appointment made from a certification made prior to the correction.

**8.15 EFFECTIVE DATE OF EXAMINATION RESULTS.** Results of an examination shall become effective when accepted by the Commission.

**8.16 REEXAMINATION**

a. No one shall be reexamined for the same class within six months of the effective date of such examination, unless authorized by the Secretary upon determination that it would be in the best interest of the County.

b. If an eligible takes a succeeding examination for the same class, the result of such examination shall not nullify any remaining eligibility already established. Eligibility attained by the second examination shall be entered on the register and the eligibility that will provide the greatest advantage to the eligible shall be used.

**8.17 EXAMINATION PAPERS.** Examination papers of each eligible shall be kept on file in the office of the Commission until the expiration of eligibility.

**8.18 ADDITIONAL EXAMINATION**

a. Eligibles certified pursuant to Rule 9 shall be subject to medical, physical, or psychological examination and to such other examinations administered by the Sheriff's Office as authorized and approved by the Commission. Such other examinations include, but are not limited to, background examination and polygraph. Reports of such examination shall be available to the Commission in the event the findings of the examination recommend that the eligible be rejected and the hiring authority requests the removal of the eligible's name. The Commission shall consider the recommendation and the request, may require

further examination, and may order the eligible's name dropped from the eligible register.

b. The Secretary may designate a limited number of certified eligibles for additional examination as provided in Rule 8.18a, in order to maintain an ability to certify registers pursuant to Rule 10.

## 9. REGISTERS AND ELIGIBILITY

9.01 **ESTABLISHMENT OF ELIGIBLE REGISTERS.** In general one eligible register is maintained for each classification. The Commission, however, may authorize three eligible registers—entry level, lateral entry, and entry/lateral—for classifications when it is deemed necessary. After each examination, an eligible register for the class shall be prepared on which the names of successful candidates shall be ranked as follows:

- a. On a promotional register: relative rank shall be determined by the examination rating or grade, plus any additional points for service credit plus percentage allowed by law for veterans' preference.
- b. On an open graded register: relative rank shall be determined by the examination grade, plus percentage allowed by law for veterans' preference.
- c. Priority of time of examination shall not give any preference in rank on the register.
- d. The preference in rank of eligibles having equal final general averages shall be determined as follows, in the order stated:
  1. The one who qualifies for veterans' preference in accordance with Washington State law. Eligibles on a promotional register do not so qualify.
  2. When the examination is composed of two or more parts with separate grades, the one who has:
    - (a) The highest grade on the most heavily weighted part of the examination; if a tie still exists, then the highest grade on the next most heavily weighted part, and so on for as many parts as the examination contains.
    - (b) The highest grade on the written test if all parts are weighted equally.
  3. When the examination has only one part, or the candidates have the same standing under (1) and (2) above:

(a) As between examinees who are County employees, the one having the greater service credit with the County regardless of class or department.

(b) If one is a regular or probationary County employee and the others are not, the County employee has preference.

4. By lot.

e. If an applicant is permitted to file for and take an examination for delayed eligibility and if such applicant is successful in the examination, eligibility shall be held in abeyance until the candidate meets the requirements for eligibility, which must be reported in writing. If otherwise eligible, the candidate's name shall be placed on the register in accordance with the final examination grade. Any such eligibility shall expire with that of other eligibles from the same examination.

**9.02 RETURN TO REGISTER FOLLOWING LAYOFF.** On layoff, an employee's name shall be placed upon the proper eligible register for the class, according to the grade, for one year from the date of such layoff.

**9.03 RETURN TO ELIGIBLE REGISTER AFTER RESIGNATION OR RETIREMENT**

a. A former employee who resigned or retired may request return of his name to the proper open graded eligible register for the class. Such request must be made within one year from date of resignation or retirement; provided, the Secretary may extend the above time limitation for not to exceed an additional four years upon satisfactory showing that such extension would be in the best interest of the County. The former employee's name will be placed last on the proper open graded eligible register.

b. any request for return to register following resignation or retirement must be supported by written recommendation of the former employing department.

c. A former employee whose eligibility is reinstated under this rule shall be certified according to civil service rules. However, the name of such an eligible

need be considered only by the department which recommend the return of the name to the register.

d. The name of a former employee who resigned or retired may not be returned to a promotional register, unless recommended by the head of the former employing department and approved by the Civil Service Commission within one year from the date of resignation or retirement.

**9.04 APPOINTMENT WITHOUT EXAMINATION.** Except as provided in 9.02, 9.03 and 9.05, any return to the civil service shall be by examination only.

**9.05 ESTABLISHMENT OF REINSTATEMENT REGISTERS**

a. The names of regular employees who have been laid off or, when requested in writing by the appointing authority, probationary employees who have been laid off, shall be placed upon a reinstatement register for the same class.

b. Refusal to accept *regular* work from a reinstatement register shall terminate all rights granted under this chapter.

**9.06 DURATION OF ELIGIBLE REGISTERS**

a. If an applicant is permitted a delayed administration of an examination, and is successful in such examination, that applicant's eligibility shall expire with that of other eligibles from the same examination.

b. A register shall be in effect for one year. The commission may extend the time when it is deemed to be in the best interest of the county. No register may be extended beyond three years of duration.

c. A register with fewer than three names may be abandoned by the Commission prior to the one year stated in 9.06b above.

d. Eligibility upon return of a name to an eligible register following resignation shall be for one year from such return.

**9.07 MAINTAINING ELIGIBLE REGISTERS**

Eligible registers for all classified positions will be maintained at all times unless it is in the best interest of Pacific County to do otherwise.

When there is an established need for an eligibility register (i.e., temporary appointment or new classified position) which does not exist, the announcement examination process must be completed within sixty days.

**9.08 AVAILABILITY OF ELIGIBLES**

a. It shall be the responsibility of an eligible to notify the Civil Service Department in writing immediately of changes in address, telephone number, change of name through marriage or otherwise, or any changes which may affect availability for employment.

b. The name of an eligible who submits a written statement restricting the conditions under which available for employment shall be withheld from certifications which do not meet the conditions specified. New written statements may be filed at any time within the duration of an eligible register modifying conditions under which employment would be accepted.

**9.09 CANCELLATION OF ELIGIBILITY**

a. Anyone's name may be removed from an eligible register for failure to pass a required examination or upon receipt of proof of material physical or mental disability, bad character or other unfitness, fraudulent conduct, or false statements by the eligible or others with the eligible's collusion, in connection with any application, examination for, or securing of an appointment. A previous unsatisfactory work record with the County or dismissal from the service, or dismissal from any position, public or private, for any cause which would be a cause for dismissal from County service shall be deemed cause for cancellation of eligibility.

b. Separation from the service will terminate any promotional eligibility.

c. Upon request of the appointing authority that an eligible has failed to respond to call, or has refused to accept employment, the Secretary may strike the eligible's name from the register.

- d. Failure to respond to the canvass of a register within fourteen (14) days from such canvass shall be deemed cause to strike the name of any eligible from the register.
- e. Refusal to accept reemployment in a permanent position shall constitute separation from the service.
- f. Such action contemplated by this rule may also be taken for other material reasons.
- g. Refusal to consider or accept temporary appointment will not result in cancellation of eligibility or position on an eligibility register.

**9.10 RESTORATION OF NAMES TO ELIGIBLE REGISTERS.** The name of an eligible which has been removed from a register may be restored upon written request to the Secretary for such restoration. The request must specify the reasons for the requested restoration. The Secretary may approve the request if it is deemed that the evidence submitted justifies such approval. The name(s) restored will be placed last on the appropriate register(s) unless the original removal was an error.

## **10. CERTIFICATION AND APPOINTMENT**

**10.01 GENERAL PROVISIONS.** Vacancies in the classified civil service shall be filled by reinstatement, promotional appointment, assignment, open graded appointment, transfer, reduction, demotion, or in the absence of an appropriate register, the Secretary may authorize a temporary appointment.

**10.02 REQUEST FOR CERTIFICATION.** Whenever an appointing authority wishes to fill a vacancy, a request for certification shall be submitted to the Secretary. The request shall show the number of positions or vacancies to be filled, the class title, tenure of work to be performed, cause of the vacancy, or if a new position, authority for the appointment, and any other details necessary for full description of the position to be filled.

### **10.03 CERTIFICATION**

a. Certification to fill a vacancy shall be made by the Civil Service Department from registers in the following order and as provided in this rule:

- (1) Reinstatement
- (2) Promotional
- (3) Open Graded

b. Order of reinstatement:

(1) If a vacancy is to be filled from the reinstatement register, the following shall be the order of certification:

- a. Regular employees in the order of their length of service. The regular employee on such register who has the most service credit shall be first reinstated;
- b. Probationers, without regard to length of service. The names of all probationers upon the reinstatement register shall be certified together.

(2) Nothing in this rule shall prevent the reinstatement of any regular or probationary employee for the purpose of transfer to another department, either for the same class or for voluntary reduction in class, as provided in these rules.

c. (1) If a vacancy is to be filled from a promotional register, the Secretary shall certify to the appointing authority the names of the five (5) available eligibles who stand highest on the appropriate register.

(2) If a vacancy is to be filled from an open graded register, the Secretary shall certify to the appointing authority the names of the five (5) available eligibles who stand highest on the appropriate register.

d. If two or more vacancies are to be filled from any of the above registers other than the reinstatement register, the name of one additional person shall be certified for each additional position.

e. If an appointing authority makes an acceptable showing that any of the eligibles certified are not available or that they do not respond, sufficient additional names shall be furnished to complete the certification.

f. Where a certification of eligibles with special experience, training or skills is requested in writing by the appointing authority as being necessary for satisfactory performance in a particular position, and the Secretary determines that the reasons given fully justify the request, a certification may be made of only the highest ranking eligibles who possess the special qualifications. Certification of eligibles of only one sex shall not be made unless there is clear evidence that efficient performance of duties to be assigned could be performed only by the sex specified.

g. If a temporary vacancy is to be filled from an open or a promotional register, those eligibles with three months of service who are shown on the register as having been laid off within the last 12 months from the department in which the vacancy exists shall be placed in grade order at the head of the list of eligibles for certification according to rule.

h. The application and the examination papers of a certified eligible shall be available for inspection by the appointing authority.

**10.04 EMERGENCY APPOINTMENT.** When there is an emergency situation which requires additional personnel, the Secretary may allow the appointing authority

to make an emergency appointment. The appointment may last up to 30 days. Appointment begins upon first day of employment in position. Persons appointed may or may not be selected from eligibility registers. No person shall serve as an Emergency Employee more than 120 days in a twelve-month period.

#### **10.05 TEMPORARY APPOINTMENT.**

a. When there is no suitable eligible register from which certification for a vacancy can be made, the Secretary may allow the appointing authority to make a temporary appointment. In this instance the temporary appointment may be made for a period not to exceed four months. The temporary appointment shall not exceed sixty (60) days from notice that a proper eligible register for such class is available.

b. If the appointing authority has a public safety need, which cannot be met by any of the eligibles, the Secretary may allow the appointing authority to make a temporary appointment of a person not on the register during the hiring and training process. The temporary appointment shall not exceed sixty (60) days.

c. When the vacancy is caused by an authorized leave and there is a suitable eligible register, the appointment must be in accordance with Rule 10 and 41.14.160 RCW. In this instance the temporary appointment may be for the period of the leave of absence.

d. When the vacancy is caused by the absence of a regular or probationary employee whose pay continues, the Secretary may allow the appointing authority to make a temporary appointment. In this instance the temporary appointment may be made for a period not to exceed four months. Exception: disability leave. In this instance the temporary appointment may be for the period of the length of the disability.

e. Persons appointed for temporary employment are to be chosen from reserve officers or experienced persons on eligible registers whenever possible. If the appointment is necessitated by a leave of absence without pay, a person from the eligible register must be appointed (RCW 41.14.160).

- f. No person may receive more than one temporary appointment in any twelve month period without the approval by vote of the Commission.
- g. No person may receive an extension of a temporary appointment without the approval by vote of the Commission.

*The following amendment was enacted by the Legislature and filed in the office of the Secretary of State on May 9, 2001.*

*“A temporary appointment expires after four months. However, the appointing authority may extend the temporary appointment beyond the four month period up to one year if the Commission continues to advertise and test for the position. If, after one year from the date the initial temporary appointment was first made, there are less than three persons on the eligible list for the class, then the appointing authority may fill the position with any person or persons from the eligible list.”*

#### **10.06 “CASUAL” EMPLOYMENT**

- a. “Casual” refers to an employee not regularly scheduled to work or scheduled to work less than eighty (80) hours a month. A Casual employee who works eighty (80) hours or more in each of two (2) consecutive calendar months shall be deemed to be a probationary or temporary employee, as applicable, and shall be provided benefits accordingly.
- b. A Casual employee shall be hired off of a certified register. It shall be the responsibility of the hiring authority to notify the Civil Service Commission at such time as a Casual employee works more than eighty (80) hours each in two consecutive months.

## **11. PROBATION**

### **11.01 PROBATIONARY PERIOD**

a. After each full-time or part-time permanent appointment from an eligible register, the employee appointed shall serve a complete period or probation before the appointment is deemed complete.

b. If a probationer transfers in the same class from one position to another, the appointing authority may, with the approval of the Secretary, require that a complete probationary period be served in that position.

**11.02 LENGTH OF PROBATIONARY PERIOD.** The period of probation shall be equivalent to 12 months of full-time service following permanent appointment from an eligible register. Minor absences due to vacations, annual military leave, illnesses, etc., shall not be construed as interrupting the probationary period unless an absence of absences are considered to be excessive to the extent that the Secretary will approve a departmental request for an extension of the probationary period.

### **11.03 INTERRUPTION OF PROBATIONARY PERIOD BY MILITARY SERVICE.**

A probationer who engages in active military service on an extended basis shall be considered as having an interrupted probationary period. Such employee may continue the probationary period following return from military leave.

**11.04 SERVICE IN ANOTHER CLASS.** Service in a class or office other than the one to which an eligible is regularly appointed may be credited toward completion of a probationary period if the Secretary has approved the written statement of the appointing authority to the effect that the probationary period may be properly judged on the basis of service in the other class or office.

### **11.05 PROBATIONARY DISCHARGE OR DEMOTION**

a. The appointing authority, by assigning in writing to the Commission the reasons therefore, may discharge any probationer. Such reasons need not constitute just cause and shall not otherwise be reviewed by the Commission except as provided in Rule 19.01b.

- b. A probationer may be demoted for inability to perform satisfactorily the duties of the position to which he was appointed, or may be allowed eligibility for another position in the same class, for which he is deemed qualified by the appointing authority, subject to approval by the Commission.
- c. A probationer demoted to a position which he or she has not held regular standing shall start a new period of probation.

## 12. SERVICE CREDIT

12.01 Service credit in a class for a regular employee shall be computed to cover all service subsequent to regular appointment to a permanent position in that class and shall be applicable in the department in which employed and specifically as follows:

a. General provisions:

1. After completion of the probationary period, service credit will be given for employment in the same, an equal or higher class, and shall include any temporary or intermittent employment served in the same class under a regular appointment prior to the permanent appointment.
2. Subject to approval by the Secretary, service credit will be given for service in positions exempt from civil service.
3. Service credit will be given for previous regular employment of an incumbent in a position which has been reallocated and in which he has been continued with recognized standing;
4. Credit will be given for service prior to an authorized transfer;
5. Credit will be given for time lost during:
  - (a) Jury duty;
  - (b) Disability incurred in line of service;
  - (c) Illness or disability compensated for under any plan authorized and paid for by the County.
  - (d) Service as a representative of a union affecting the welfare of County employees;
  - (e) Service with the armed forces of the United States, including but not to exceed twenty-one (21) days prior to entry into active service and not to exceed ninety (90) days after separation from such service;
  - (f) Service with the armed forces during the annual leave for military training.

b. No service credit shall be given:

1. For service of a regular employee in a lower class to which he has been reduced and in which he has not had regular standing, except from the time of such reduction;
  2. For any employment prior to a separation from the service other than by a resignation which has been withdrawn as provided by Rule 16.02. (Layoff of a regular employee does not constitute a separation from the service.)
- c. SERVICE CREDIT FOR MILITARY SERVICE DURING PROBATIONARY PERIODS. If military service as specified in Rule 11.05 is during the probationary period, such time shall be credited at straight time after the probationer returns to work and completes the required probationary period.
- d. SERVICE CREDIT FOR PROMOTION. Credit as specified in this rule shall be allowed for:
1. Recognized service in all the classes from which promotion is allowed;
  2. Service in classified assignments and in higher positions in the same series of classes;
  3. Time lost during military service as specified in Rule 12.01a(5)(e);
  4. Time lost due to injury or disability incurred on the job;
  5. Time spent as a union representative of a union affecting the welfare of County employees.
- e. SPECIAL PROVISIONS FOR SERVICE CREDIT IN LAYOFF. In layoff, credit shall be given as specified in Rule 12.01a(1) through (5) inclusive.
- f. SERVICE CREDIT FOR SALARY INCREASE. Service for salary increases shall be as prescribed by the legislative authority.

**13. TRANSFER**

- a. The transfer of an employee shall not constitute a promotion in the service, except as provided in c(4) below.
- b. The appointing authority may transfer an employee from one position to another position in the same class in his department without prior approval of the Secretary but must report any such transfer to the Civil Service Department within five days of its effective transfer date.
- c. Other transfer may be made upon consent of the appointing authorities of the department involved and with the Secretary's approval as follows:
  - (1) Transfer to another class: In case of injury in line of duty either with the County service or with the armed forces in time of war, resulting in permanent partial disability, where showing is made that the transferee is capable of satisfactorily performing the duties of the new position;
  - (2) Transfer, in lieu of layoff, may be made to a single position in another class upon showing that the transferee is capable of satisfactorily performing the duties of the position, and that a regular employee or probationer is not displaced. Regular standing in the new class may be attained by the employee only through examination and permanent regular appointment. He/she must compete for the position at the first opportunity (i.e., next scheduled open exam).
  - (3) Transfer, in lieu of layoff, may be made with limited standing to a single position to another class when such transfer would constitute a promotion or advancement in the service provided a showing is made that the transferee is capable of satisfactorily performing the duties of the position and that a regular employee or probationer is not displaced and when transfer in lieu of layoff under Rule 13c(3) is not practicable. The employee only through examination and permanent regular appointment may attain regular standing in the new class. He/she must compete for

the position at the first opportunity (i.e., next scheduled promotional exam.)

- (4) The Secretary may approve a transfer under (1), (2) or (3), above with the consent of the appointing authority of the receiving department only, upon a showing of circumstances justifying such action.
- d. These rules have no authority or effect on positions or departments not subject to the Civil Service. Transfer to or from positions or departments not subject to Civil service are unaffected by these rules.

**14. LAYOFF**

a. In a given class in a department, the following shall be the order of layoff:

(1) Emergency appointees;

(2) Temporary employees;

(3) Probationers (except as their layoff may be affected by military service during probation);

(4) Regular employees in the order of their length of service, the one with the least service being laid off first.

b. LAYOFF OUT OF ORDER. The Secretary may grant permission for layoff out of the regular order, upon showing by the appointing authority of the department of a necessity therefore in the interest of efficient operation of his department, after giving any employee or employees affected an opportunity to be heard.

c. REDUCTION IN LIEU OF LAYOFF. At the time of any layoff, a regular employee or a promotional probationer shall be given an opportunity to accept reduction to the next lower salaried position in a series of positions within his class or he may be transferred as provided by Rule 13c(2), TRANSFER IN LIEU OF LAYOFF. An employee so reduced shall be entitled to credit for any previous regular service in the lower class and to other service credit in accordance with Service Credit Rule 12.

**15. LEAVES OF ABSENCE**

**15.01 DURATION OF LEAVES**

a. A leave of absence without pay for a period not exceeding 30 consecutive days may be granted by the appointing authority of a department, who shall give notice of such leave to the Commission.

b. A request for a leave of absence longer than 30 days bearing the favorable recommendation of the employee's appointing authority may be granted by the Secretary, who shall give notice of such leave to the Commission.

c. No employee shall be given leave to take a position outside the County service for more than sixty (60) days in any calendar year, except where it appears in the best interest of the County.

**15.02 RETURN FROM LEAVE.** At the expiration of the authorized leave of absence, a probationer or regular employee shall resume the same class of work with standing and service credit as determined by these rules.

**15.03 MILITARY LEAVE.** See County Ordinances/Policies and Washington State Law relating thereto.

**15.04 FILLING VACANCY.** All temporary employment caused by leave of absence shall be made pursuant to Rule 10.

**16. RESIGNATION**

**16.01 HOW SUBMITTED.** Resignation of any employee from the service shall be made in writing and filed with the Secretary.

**16.02 WITHDRAWAL OF RESIGNATION.** The Secretary may permit the withdrawal of a resignation only upon a written request filed within one hundred eighty (180) days from the effective date of the resignation and if such request for withdrawal bears the favorable recommendation of the appointing authority.

**16.03 RETURN TO ELIGIBLE REGISTER FOLLOWING RESIGNATION.** (see Rule 9.03).

## **17. DISCIPLINE AND DISCHARGE**

### **17.01 SUSPENSION-DISCHARGE**

a. The appointing authority may discharge or suspend a subordinate for just cause.

### **17.02 DEMOTION**

a. Demotion of an employee to a lower salaried position for just cause may be made by the appointing authority.

b. An employee so demoted shall lose all rights to the original position.

c. If the employee has not had previous standing in the lower salaried position, such demotion shall not displace any other regular employee or any probationer. The Secretary shall be satisfied as to the ability of such demoted employee to perform the duties of the lower class and shall require the completion of a probationary period.

**17.03 DISCIPLINE-JUST CAUSE-ILLUSTRATED.** The following are declared to illustrate adequate causes for discipline; discipline may be made for any other just cause:

a. Incompetency, inefficiency, or inattention to, or dereliction of duty;

b. Dishonesty, intemperance, immoral conduct, insubordination, discourteous treatment of the public, or a fellow employee, or any other act of or omission or commission tending to injure the public service; or any other willful failure on the part of the employee to properly conduct himself;

c. Mental or physical unfitness for the position which the employee holds;

d. Dishonest, disgraceful, or prejudicial conduct;

e. Drunkenness or use of intoxicating liquors, narcotics, or any other habit forming drug, liquid or preparation to such extent that the use thereof interferes with the efficiency or mental or physical fitness of the employee, or which precludes the employee from properly performing the function and duties of any position under civil service;

- f. Conviction of a felony, or a misdemeanor involving moral turpitude;
- g. False or fraudulent statements or fraudulent conduct by an applicant, examinee, eligible, or employee, or such actions by others with his or her collusion;
- h. Willful or intentional violation of any lawful and reasonable regulation, order or direction made or given by a superior officer;
- i. Willful or intentional violation of any of the provision of these rules.

**17.04 ADMINISTRATIVE LEAVE.** The appointing authority may place a subordinate on administrative leave pending a personnel investigation. This action shall not be deemed to be a disciplinary sanction.

**17.05 APPLICABILITY.** Rules 17.01, 17.02, and 17.03 shall only apply to regular employees.

**18. PREDISCIPLINARY HEARING**

**18.01 PREDISCIPLINARY HEARING-REQUIRED.** The appointing authority shall provide and arrange for a predisciplinary hearing prior to demotion, suspension, or discharge of an employee.

**18.02 PREDISCIPLINARY HEARING – STANDARDS/NOTICE OF DISCIPLINE**

a. An employee shall be provided, in writing, with a notice of the allegations and an explanation of the evidence. The employee shall be given an opportunity to respond to the charges.

b. The employee may have legal counsel and union representation present at a predisciplinary hearing.

c. The explanation of the evidence at the predisciplinary hearing shall be sufficient to apprise the employee of the basis for the proposed action. This rule, however, shall not be construed to limit the employer at subsequent hearing from presenting a more detailed and complete case, including presentation of witnesses and documents not available at the predisciplinary hearing.

d. Should the appointing authority determine to discipline following the predisciplinary procedure, written notice of discipline shall be given to the employee. Such notice shall include the charges against the employee and a general statement of the evidence supporting the charges.

e. The Commission shall not consider, on appeal, any basis for disciplinary action not previously presented to the employee.

**18.03 APPLICABILITY.** Rules 18.01 and 18.02 shall only apply to regular employees.

## **19. HEARINGS**

### **19.01 HEARINGS – APPEALS**

a. A regular employee covered by these rules has the right to appeal a suspension or other disciplinary action, demotion, or discharge. An employee who has elected to appeal a disciplinary action through arbitration as provided in a labor agreement shall not be entitled to use the Civil Service Commission appeal process to attempt a resolution of the same or similar appeal.

b. Any employee who is alleged to be probationary by the disciplining department may only appeal to the Commission the questions of his probationary status and whether the procedures for discharge of probationers, as found in these rules, were properly followed.

c. Any employee who is adversely affected by a violation of Civil Service Rules may appeal such violation to the Commission.

**19.02 APPEALS - TIME-FORM.** A notice of appeal shall be filed at the Commission offices within fifteen (15) days of the date that final resolution is not reached or responded to under the grievance procedure outlined in the labor agreement. The notice of appeal shall be in writing and include the mailing address and street address where service of process and other papers may be upon the appellant. The notice of appeal shall also contain a brief description of the facts giving rise to the appeal, and a concise statement of the reason for the appeal. Forms provided by the Commission may be used for such notice, but are not required.

### **19.03 EXHAUSTION OF ADMINISTRATIVE REMEDIES**

a. The Secretary may, when not inconsistent with the terms of a collective bargaining agreement, direct the employee to exhaust available administrative procedures regarding a disciplinary matter, before hearing the matter. See Rule 18.

b. If the employee exhausts the available administrative procedures and continues to believe that just cause has not been shown, the employee may within fifteen (15) days after the final step of the procedure, request the Secretary to return the appeal to the Commission for hearing.

**19.04 AUTHORITY OF SECRETARY AND CHIEF EXAMINER/STAFF**

a. The Secretary and Chief Examiner to the commission shall have the authority to make orders of preliminary matters, including motions for discovery and to compel discovery, continuance, protective orders, and other similar matters. Such orders may be appealed to the Commission. The Secretary and Chief Examiner may also conduct a pre-hearing settlement conference in order to encourage resolution of contested matters, issue subpoenas, and note depositions.

b. The Commission may authorize the Secretary to investigate any reports or appeals relating to the enforcement or application of the Civil Service or those rules which do not involve a disciplinary proceeding. The Secretary shall report the results of the investigation to the Commission in an open meeting. On the basis of such report, the Commission shall either dismiss the report or appeal as being without basis or set the matter for a full hearing.

c. As an aid to investigations authorized by the Commission, the Secretary and Chief Examiner may subpoena any documents that would be discoverable for purposes of hearing preparation and may take depositions by tape recorder of any person who may have relevant knowledge. Depositions so taken shall be kept as part of the records of the Commission.

**19.05 APPEALS - INITIAL REVIEW.** The Secretary or Chief Examiner shall review all appeals to determine whether the employee has timely filed an appeal and whether the action appealed from is a final action. Upon a determination that the appeal is not timely, the Secretary and Chief Examiner shall issue a written order of dismissal with prejudice, setting forth the basis of the dismissal. In the

case of an action that is not final, the appeal shall be stayed until such action becomes final. Such orders may be appealed to the Commission.

**19.06 APPEALS - NOTICE OF HEARING.** Upon receipt of a notice of appeal, the Secretary shall forward a copy of the notice to other affected parties. As soon as possible thereafter, but in any event within ten (10) days, a hearing before the Commission shall be set, with each party to be afforded not less than twenty (20) days' notice of such hearing. Subsequent hearings on the same appeal shall have one week's notice unless waived by all parties.

**19.07 APPEALS - AUTHORITY OF DEPARTMENT.** The exercise of jurisdiction by the Commission over a matter does not preclude the party from withdrawing, modifying or otherwise compromising the matter prior to the matter going to hearing. Upon resolution of a matter prior to hearing, any party may request the dismissal of the matter. A stipulation signed by both parties should be submitted to the Commission prior to such dismissal.

**19.08 SERVICE OF PROCESS - PAPERS**

a. The Secretary shall cause to be served all orders, notices, and other papers issued by the Commission, together with any other papers that the Commission is required by these rules to service. Every other paper shall be served by the party filing the notice, document or paper.

b. All notices, documents or papers served by either the Commission or a party shall be served upon all counsel of record at the time of such filing and upon parties not represented by counsel. Service of papers shall be by personal service, by registered or certified mail, or by regular mail with written acknowledgement of such mailing attached to the papers so served. Written acknowledgement shall be by affidavit of the person who mailed the papers, or by certificate of any attorney or Secretary and Chief Examiner.

c. Service upon parties shall be regarded as complete when personal service has been accomplished; or by mail, upon deposit in the mail properly stamped and addressed.

d. Paper required to be filed with the Commission shall be deemed filed upon actual receipt of the papers by the Secretary at the Commission office. All papers except the original appeal notice shall be served with the original and three copies. Briefs and memoranda must be filed with the Commission at least three (3) days prior to any hearing involving matters discussed in said brief or memoranda. Documentary evidence is not required to be filed but, rather, provided at the hearing.

e. An appellant or petitioner is responsible for notifying the Commission in writing of any change in mailing or street address and telephone number. Failure to so notify the Commission shall constitute a waiver or service and notice under these rules.

#### **19.09 DISCOVERY**

a. Parties to a proceeding are required to provide to each other reasonable access and discovery to all relevant information concerning the matter before the Commission. Any questions concerning relevancy or access shall be resolved by order of the Secretary.

b. Upon the failure of any party to comply with an order of the Secretary compelling discovery, the Secretary shall schedule the matter before the Commission for review and determination of appropriate sanctions.

#### **19.10 SUBPOENAS**

a. Every subpoena shall identify the Commission and the title of the proceedings, if any, and shall command the person to whom it is directed to attend, at the specified time and place, and give testimony or produce designated books; documents or other things under that person's control.

b. Upon application of any party or his/her representative, the Secretary shall issue to such party subpoenas requiring the attendance and testimony of witnesses or the production of evidence in such proceeding. The party requesting the subpoena is responsible for having said subpoena properly

served. Such requests for subpoenas shall be submitted to the Commission offices at least three (3) days prior to the hearing.

c. Service of subpoena shall be made by serving a copy of the subpoena on the person named therein.

d. The person serving the subpoena shall make proof of service by filing the subpoena at the Commission Office; and if such service has not been acknowledged by the witness, the person serving the subpoena shall make an affidavit of service. Failure to file proof of services does not affect the validity of service.

e. Upon a motion promptly made by a party or by the person to whom the subpoena is directed, and upon notice to the party on whose behalf the subpoena was issued, the Commission may:

1. Quash or modify the subpoena if it is unreasonable or requires evidence not relevant to any matter in issue, or;
2. Condition denial of a motion to quash or modify upon just and reasonable conditions.

#### **19.11 BURDEN OF PROOF**

At any hearing on appeal from a demotion, suspension or termination of a regular employee, the disciplinary authority shall have the burden of showing, by a preponderance of the evidence that there was just cause for its action. At any other hearing, the petitioner or appellant shall have the burden of proving his/her allegations by a preponderance of the evidence.

#### **19.12 EVIDENCE**

a. Subject to other provisions of these rules, all competent and relevant evidence shall be admissible. In passing upon the admissibility of evidence, the Commission shall give consideration to, but shall not be bound to follow, the rules of evidence governing civil proceedings in the superior courts of the State of Washington.

b. Witnesses in any hearing may be examined orally, under oath or affirmation, and shall be subject to cross-examination by opposing parties and the Commission.

c. When objection is made to the admissibility of evidence, such evidence may be received subject to a later ruling. The Commission may exclude inadmissible evidence and may order cumulative evidence discontinued in its discretion, either with or without objection. A party objecting to the introduction or exclusion of evidence shall state the grounds of such objection at the time such evidence is offered or excluded. No such objection shall be deemed waived by further participation in the hearing.

d. At any hearing before the Commission when documentary exhibits are to be offered into evidence, copies shall be furnished to the opposing party, to each Commission member and to the Secretary and Chief Examiner.

e. Parties are encouraged to stipulate to the admissibility of documentary exhibits. To further this end, parties will make request of other parties for such stipulation no later than three (3) days in advance of the hearing, barring unusual circumstances. The party of whom the request is made shall respond no later than one (1) day prior to the hearing.

### **19.13 DELIBERATION**

The Commission may deliberate in closed (executive) session when taking a disciplinary case under advisement. Deliberations by the Commission shall otherwise be subject to Chapter 42.30 RCW. No person other than the Secretary and Chief Examiner and legal counsel to the Commission shall be present during deliberation. No person shall attempt to convey any information or opinion to the commission concerning any matter on appeal, other than in open hearing.

### **19.14 DECISION**

In any appeal, the Commission shall issue a decision, including findings of fact, conclusions of law, and an order, to each party or counsel of record for each party. A decision shall be issued within thirty (30) days of the close of the hearing of an appeal or other proceeding heard only by the Commission. Absent the consent of an appellant to an extension of time, failure to issue a decision within the time prescribed shall result in an appeal being sustained.

**19.15 REMEDIES**

The Commission may issue such remedial orders as deemed appropriate.

**19.16 RECONSIDERATION**

A party may move for reconsideration by the Commission only on the basis of fraud, mistake, or misconception of facts. Such motion must be filed with the Commission within ten (10) days of the decision of the Commission. Such motion for reconsideration shall be decided on affidavits, absent special showing that testimony is necessary.

**19.17 WAIVER**

Upon stipulation of all parties to a proceeding, and upon a showing that the purposes of the rules or ordinances of the county would be better served, the Commission may waive the requirements of these rules.

**20. RETIREMENT AND DISABILITY**

**20.01 RETIREMENT**

Employees of the Pacific County Sheriff's Department who are members of pension fund systems as provided by law shall be retired on account of age/service or disability in accordance with the pertinent provisions of law.

**20.02 REINSTATEMENT AFTER DISABILITY RETIREMENT**

a. The Secretary shall review any report from a retirement system showing that a former employee is on disability retirement has regained his health to the extent employable.

1. Upon being satisfied that the employee is physically and mentally competent to perform the duties of the regular class, the Secretary shall:

a. Order return of the employee to the former employment status as if a leave of absence had been granted;

or

b. Place the name on a reinstatement register for an available class

2. The name of an employee who is employable but not fully recovered shall be placed on the most advantageous reinstatement register for an equivalent or lower salaried position comprised of duties the employee is competent to perform, as determined by the Secretary;

3. If such an employee's name is placed on a reinstatement register, service credit acquired previous to retirement shall be continued. The employee shall be reinstated from such register and transferred or reduced in grade according to rules. Eligibility rights shall not expire as prescribed in case of layoff.

b. Any reinstatements in a class other than that in which last employed shall not result in a promotion.

c. The provisions of this rule shall not apply in the event an employee is discharged from the service and concurrently given a disability retirement.

## **21. MISCELLANEOUS**

### **21.01 REPEALS AND SAVINGS**

All matters shall be subject to these rules, and to the extent, all previous Civil Service Rules are hereby repealed.

### **21.02 COMPUTATION OF TIME**

a. In computing any period of time prescribed or allowed by these rules or by any applicable statute, the day of the act or event from which the designated period of time beings to run shall not be included. The last day of the previous so computed shall be included, unless it is a Saturday, a Sunday or a County legal holiday, in which event the period runs until the end of the next day which is neither a Saturday, a Sunday nor a County legal holiday. When the period of time prescribed or is allowed is ten (10) days or less, intermediate Saturdays, Sundays and legal holidays shall be excluded in the computation.

b. Any period of time except for the stated period of time set forth in Rules 19.02 and 19.06 may be extended by the Secretary and Chief Examiner for no more than fourteen (14) days upon written notice to the Commission and a showing of good cause. The motion for extension of time must be field with the Commission offices prior to the running of the applicable time period.

c. The date of notice for purpose of these rules shall be the date on which notice of an action is posted in the Commission's office or is mailed to a party to a proceeding.