

# Table of Contents

---

## IDAPA 15 - OFFICE OF THE GOVERNOR

### DIVISION OF HUMAN RESOURCES AND PERSONNEL COMMISSION

#### 15.04.01 - RULES OF THE DIVISION OF HUMAN RESOURCES AND PERSONNEL COMMISSION

000. LEGAL AUTHORITY.....	4
001. TITLE AND SCOPE.....	4
002. WRITTEN INTERPRETATIONS.....	4
003. CITATION OF RULES.....	4
004. ADDRESS AND PHONE NUMBERS OF THE DIVISION OF HUMAN RESOURCES AND PERSONNEL COMMISSION.....	4
005. FILING OF DOCUMENTS.....	4
006. WAIVER OF RULES.....	4
007. DESIGNATION OF OFFICERS.....	5
008. (RESERVED).....	5
009. DUTIES OF THE ADMINISTRATOR.....	5
010. DEFINITIONS.....	5
011. -- 018. (RESERVED).....	9
019. BASIC MERIT REQUIREMENTS OF THE PERSONNEL SYSTEM.....	9
020. VETERANS' PREFERENCE.....	9
021. DISCRIMINATION PROHIBITED.....	9
022. PROHIBITED QUESTIONS.....	9
023. BONA FIDE OCCUPATIONAL QUALIFICATION.....	9
024. CONFLICT OF INTEREST AND PERSONAL CONDUCT.....	9
025. DUAL EMPLOYMENT.....	10
026. NEPOTISM.....	10
027. -- 039. (RESERVED).....	10
040. NONCLASSIFIED EMPLOYEES SUBJECT TO CLASSIFIED SERVICE SUBSEQUENT TO APRIL 5, 1985.....	10
041. -- 049. (RESERVED).....	10
050. CONSULTANTS AND PERSONS EMPLOYED UNDER INDEPENDENT CONTRACT.....	10
051. -- 059. (RESERVED).....	11
060. CLASSIFICATION SCHEDULE.....	11
061. ANALYSIS OF CLASSIFICATIONS.....	11
062. AUTHORITY.....	11
063. REVIEW OF CLASSIFICATION SCHEDULE.....	11
064. AMENDMENT OF CLASSIFICATION SCHEDULE.....	11
065. APPROVAL OF NEW, REVISED AND DELETED CLASSIFICATIONS.....	11
066. ABOLISHMENT OF POSITIONS.....	11
067. RECLASSIFICATION OF POSITIONS.....	11
068. -- 069. (RESERVED).....	12
070. COMPENSATION OF EMPLOYEES.....	12
071. COMPENSATION PLAN REVIEWS.....	12
072. OPERATION OF COMPENSATION PLAN.....	12
073. CALCULATION OF PAY.....	13
074. ASSIGNMENT OF HAY EVALUATION POINTS.....	15
075. SHIFT DIFFERENTIAL.....	15
076. -- 079. (RESERVED).....	16

080. RECRUITMENT.....	16
081. PURPOSE OF EXAMINATIONS.....	16
082. METHODS OF RECRUITMENT.....	16
083. LOCATION OF EXAMINATIONS.....	16
084. ANNOUNCEMENT OF EXAMINATIONS.....	16
085. CONTENT OF ANNOUNCEMENTS.....	16
086. APPLICATIONS.....	16
087. DENIAL OF APPLICATIONS.....	17
088. -- 089. (RESERVED).....	17
090. EXAMINATIONS.....	17
091. PROHIBITED FACTORS.....	17
092. PREPARATION OF EXAMINATIONS.....	17
093. CONDUCT AND RATING OF EXAMINATIONS INCLUDING VETERANS' PREFERENCE POINTS.....	18
094. ELIMINATION TESTS.....	18
095. NOTICE AND RECORD OF RESULTS OF EXAMINATION.....	18
096. REVIEW AND APPEAL.....	19
097. ALTERNATIVE EXAMINATION PROCESS FOR PERSONS WITH DISABILITIES.....	19
098. -- 099. (RESERVED).....	19
100. ELIGIBILITY REGISTERS.....	19
101. TYPES OF ELIGIBILITY REGISTERS.....	19
102. PLACEMENT ON REGISTER.....	20
103. DURATION OF ELIGIBILITY REGISTERS.....	20
104. REMOVAL OF NAMES.....	20
105. TEMPORARY UNAVAILABILITY NOT REASON FOR REMOVAL.....	21
106. RESTORATION OF NAMES TO ELIGIBILITY REGISTERS.....	21
107. ABOLISHMENT OF CLASSES.....	21
108. REVISION OF CLASS SPECIFICATIONS.....	21
109. (RESERVED).....	21
110. CERTIFICATION AND SELECTION.....	21
111. NUMBER OF NAMES ON REGISTER.....	21
112. ADEQUATE REGISTERS.....	22
113. SELECTIVE CERTIFICATION.....	22
114. -- 119. (RESERVED).....	22
120. APPOINTMENTS, REINSTATEMENTS, TRANSFERS, AND RESIGNATIONS.....	22
121. LIMITED SERVICE APPOINTMENTS.....	23
122. SEASONAL APPOINTMENT.....	23
123. TEMPORARY APPOINTMENTS.....	23
124. PROJECT-EXEMPT APPOINTMENTS.....	23
125. REINSTATEMENTS.....	23
126. TRANSFERS.....	24
127. RESIGNATION.....	24
128. -- 129. (RESERVED).....	25
130. ACTING APPOINTMENT TO A POSITION.....	25
131. LIMITATION ON LENGTH OF APPOINTMENT.....	25
132. SALARY.....	25
133. EXPIRATION OF APPOINTMENT.....	25
134. -- 139. (RESERVED).....	25
140. REDUCTION IN FORCE.....	25
141. CREDITED STATE SERVICE.....	27
142. PROCEDURE AND NOTIFICATION.....	27
143. VOLUNTARY DEMOTION IN LIEU OF LAYOFF.....	27

144. PLACEMENT ON LAYOFF REGISTER.....	28
145. USE OF LAYOFF REGISTER.....	28
146. APPLICATION OF REEMPLOYMENT PREFERENCE.....	28
147. INTERVIEWS FOR PROSPECTIVE LAYOFFS.....	28
148. -- 149. (RESERVED).....	28
150. PROBATIONARY PERIODS.....	28
151. SATISFACTORY SERVICE.....	29
152. UNSATISFACTORY SERVICE.....	29
153. FAILURE TO PROVIDE PERFORMANCE EVALUATION.....	30
154. PROVISIONAL AND ACTING APPOINTMENTS.....	30
155. -- 159. (RESERVED).....	30
160. STATUS AND TENURE.....	30
161. -- 169. (RESERVED).....	30
170. PROMOTIONS.....	30
171. -- 179. (RESERVED).....	30
180. DEMOTIONS.....	30
181. NONDISCIPLINARY DEMOTION REQUIRED.....	30
182. NONDISCIPLINARY DEMOTION OPTIONAL.....	31
183. DISCIPLINARY DEMOTION.....	31
184. NOTIFICATION.....	31
185. -- 189. (RESERVED).....	31
190. DISCIPLINARY ACTIONS.....	31
191. -- 199. (RESERVED).....	32
200. PROBLEM-SOLVING AND DUE PROCESS PROCEDURES.....	32
201. APPEAL PROCEDURE.....	34
202. PETITION FOR REVIEW PROCEDURE.....	35
203. REFERRALS FROM FEDERAL AGENCIES ON DISCRIMINATION COMPLAINTS.....	36
204. -- 209. (RESERVED).....	36
210. PERFORMANCE EVALUATIONS.....	36
211. -- 219. (RESERVED).....	37
220. RECORDS.....	37
221. -- 229. (RESERVED).....	37
230. VACATION LEAVE.....	37
231. -- 239. (RESERVED).....	38
240. SICK LEAVE.....	38
241. WORKERS COMPENSATION AND DISABILITY.....	38
242. FAMILY AND MEDICAL LEAVE.....	39
243. MATERNITY AND PATERNITY LEAVE.....	39
244. SEPARATION UPON FAILURE TO RETURN TO WORK.....	39
245. -- 249. (RESERVED).....	39
250. SPECIAL LEAVES.....	40
251. -- 259. (RESERVED).....	42
260. OVERTIME.....	42
261. -- 269. (RESERVED).....	42
270. RULEMAKING.....	42
271. DECLARATORY RULINGS.....	42
272. -- 999. (RESERVED).....	42

**IDAPA 15  
TITLE 04  
CHAPTER 01**

**IDAPA 15 - OFFICE OF THE GOVERNOR**

**DIVISION OF HUMAN RESOURCES AND PERSONNEL COMMISSION**

**15.04.01 - RULES OF THE DIVISION OF HUMAN RESOURCES  
AND PERSONNEL COMMISSION**

**000. LEGAL AUTHORITY.**

The rules of the Division of Human Resources and Idaho Personnel Commission are adopted pursuant to Section 67-5309, Idaho Code. The Division of Human Resources and Idaho Personnel Commission shall perform such duties and exercise such authority as has been or may be conferred upon them by law. The Division shall determine the policies of the Idaho Personnel System and make such rules as are necessary for the administration of the Personnel System. The administrator of the Division shall be appointed by the Governor, subject to confirmation by the Senate, and shall serve at the pleasure of the Governor pursuant to Section 67-5308(2), Idaho Code. (3-30-01)

**001. TITLE AND SCOPE.**

**01. Title.** These rules shall be cited as IDAPA 15.04.01, "Rules of the Division of Human Resources and Personnel Commission". (3-30-01)

**02. Scope.** These rules establish the policies and procedures of the Idaho Personnel System. (3-30-01)

**002. WRITTEN INTERPRETATIONS.**

As described in Section 67-5201(19)(b)(iv), Idaho Code, the Division of Human Resources may have written statements which pertain to the interpretation of these rules. If available, such written statements can be inspected and copied at cost at the Division of Human Resources, 700 West State Street, Boise, Idaho 83720-0066. (3-30-01)

**003. CITATION OF RULES.**

The official citation of the Division of Human Resources and Personnel Commission's rules is, for example, IDAPA 15.04.01.072.01. An informal reference may be made to "Rule 072.01". (7-1-93)

**004. ADDRESS AND PHONE NUMBERS OF THE DIVISION OF HUMAN RESOURCES AND PERSONNEL COMMISSION.**

The offices of the Division of Human Resources and Personnel Commission are located at 700 West State Street, Boise, Idaho 83720-2700. The phone number of the Commission and the Division of Human Resources is (208) 334-2263. Additional phone numbers are: a job announcement recording at (208) 334-2568; a toll-free number, 1-800-554-JOBS (5627); a toll-free TDD or telecommunications device for the deaf, 1-800-542-5738. The Division's and Commission's FAX number is (208) 334-3182. (3-30-01)

**005. FILING OF DOCUMENTS.**

In appeals under Section 67-5316, Idaho Code, parties shall file documents with the hearing officer. Petitions for or comments on proposed rules shall be filed with the administrator or a person designated in the notice of rulemaking, at the address listed above. In petitions for review pursuant to Section 67-5317, Idaho Code, an original and five copies of documents shall be filed at the Commission's office. Whenever documents are filed by facsimile transmission (FAX), originals shall be deposited in the mail the same day or hand delivered the following business day to the hearing officer or the Commission, and opposing parties. (7-1-93)

**006. WAIVER OF RULES.**

The administrator reserves the right to waive any rule in specific instances when, in his/her opinion, such waivers are legal, warranted and justified in the interests of a more effective and responsive system of personnel administration. (3-30-01)

**007. DESIGNATION OF OFFICERS.**

The chairman of the Personnel Commission shall be appointed by the Governor pursuant to Section 67-5307(3), Idaho Code. At its first meeting each calendar year, the Personnel Commission shall designate a vice-chairman for the ensuing year. (4-5-85)

**008. (RESERVED).**

**009. DUTIES OF THE ADMINISTRATOR.**

In addition to other duties as assigned by law, the administrator shall provide administrative support to the Personnel Commission, shall have custody of the books and records of the Division of Human Resources and Personnel Commission, and shall maintain a record of the proceedings before the Commission and its hearing officers. (4-5-85)

**010. DEFINITIONS.**

Each of the terms defined in these rules shall have the meaning given herein unless a different meaning is clearly required by the context. Additional definitions are contained in Section 67-5302, Idaho Code. (7-1-87)

**01. Allocation.** The assignment of a class to a pay grade in the compensation schedule. (8-1-81)

**02. Appeal.** Any written request for relief from dismissal, demotion, suspension, or other adverse action filed with the Personnel Commission by an employee, appointing authority, or applicant. The meaning of appeal includes application, petition, or protest. (4-5-85)

**03. Appellant.** An employee, appointing authority, or applicant filing an appeal or a petition for review with the Personnel Commission. (7-1-87)

**04. Appointment, Limited.** The appointment of a person to a classified, non-career position for which the person has qualified by examination. (4-5-85)

**05. Appointment, Nonclassified.** The appointment of a person to a position exempt from the application of these rules by the provisions of Section 67-5303, Idaho Code. (7-1-87)

**06. Appointment, Original Or Initial.** The first appointment of a person to any classified position in state service. (4-5-85)

**07. Appointment, Permanent.** The appointment of a person to a classified position who has been certified by the appointing authority to have successfully completed the required probationary period and whose employment is permanent, subject to removal or discipline only under the provisions of Chapter 53, Title 67, Idaho Code, and the rules of the Division of Human Resources and Personnel Commission. (7-1-87)

**08. Appointment, Probationary.** The appointment of a person to a classified position for which the person has qualified by examination but is serving a work trial period as a condition for certification to permanent appointment. (4-5-85)

**09. Appointment, Project Exempt.** The appointment of a person to a nonclassified position established under federal grants, which by law restricts employment eligibility to specific individuals or groups on the basis of non-merit selection requirements. (7-1-87)

**10. Appointment, Provisional.** The appointment of a person to a position in classified service for which the person has not qualified by examination pending the establishment of a register for the class of such position. (4-5-85)

**11. Appointment, Temporary.** The appointment of a person to a nonclassified position which is not permanent in nature, and in which hours worked will not exceed one thousand three hundred eighty-five (1,385) during any twelve (12) month period for any one (1) department. (7-1-87)

**12. Certifiable Range.** An examination score and a rank on an eligibility register sufficiently high to be among the top ten (10) available names, plus names of all individuals with scores identical to the tenth ranking

eligible, for certification to fill a position in the class for which the register was established. (3-30-01)

**13. Class Specification.** A written statement of the purpose and responsibilities characteristic of a class, which includes the title, principal accountabilities, and minimum qualifications of education, training and experience, abilities, knowledge, skill, and other qualifications required to perform the work of the class. (7-1-87)

**14. Classification Schedule.** All class specifications utilized in classified service listed by title, class code, and pay grade to which allocated. (4-5-85)

**15. Classified Service.** That body of positions in state departments subject to Chapter 53, Title 67, Idaho Code, as defined therein and excludes temporary, project exempt, and nonclassified appointments. (7-1-87)

**16. Compensation Plan.** The overall system of salary administration for classified service including Sections 67-5309B and 67-5309C, Idaho Code; the classification and compensation schedules; Division of Human Resources and Personnel Commission rules and policies; and departmental policies governing employee pay. (7-1-87)

**17. Compensation Schedule.** The pay grades established by Section 67-5309C, Idaho Code, and associated rates of pay established in Rule 070.05. (3-30-01)

**18. Consultant.** An independent contractor who provides professional or technical advice, counsel, or service on a set fee basis. (Ref. Rule 010.30). (7-1-87)

**19. Demotion.** The reduction of an employee from a position which the employee occupies in one (1) class to a position in another class with a lower entrance salary. Demotion does not include returning an employee to a class in which the employee has permanent status for failure to complete the promotional probationary period. (Ref. Rule 150.04) (7-1-87)

**20. Departmental Class.** A class of positions that is unique to a department. (7-1-87)

**21. Dismissal.** The separation of an employee from classified service with cause assigned by the appointing authority pursuant to Rule 190. (7-1-87)

**22. Earned Administrative Leave (EAL).** Paid leave for hours worked which exceed the regularly scheduled hours but do not result in overtime. These hours may accrue after hours worked and hours on paid leave exceed forty (40) hours in one (1) workweek. In the case of those employees engaged in law enforcement, correctional, and firefighting activities characterized by irregular shift work schedules, EAL hours may accrue after hours worked and hours on paid leave exceed one hundred and sixty (160) hours in a period of twenty-eight (28) consecutive days. (3-30-01)

**23. Employee.** Any person in the employ of a state department who is paid a salary or wages. (4-5-85)

**24. Employment History.** The information available to the public without the employee's consent in accordance with Section 9-340(C), Idaho Code, for every agency for which a current or former public official works, including the official reason(s) for separation from employment but not including accrued leave balances or usage. (3-30-01)

**25. Examination.** The application of written tests, oral interviews, performance tests, investigation, physical evaluation, evaluation of education and experience, or any other measure of job-related knowledge and ability, including performance in probationary periods. (4-5-85)

**26. Factoring.** The assignment of Hay evaluation points to a classification in accordance with Section 67-5309B, Idaho Code, and Rule 074. (3-30-01)

**27. General Class.** A class of positions that is common to more than one participating department. (7-1-87)

- 28. Good Cause.** The conduct of a reasonable person in the same or similar circumstances. (7-1-87)
- 29. Hours Worked:** (7-1-87)
- a.** Those hours actually spent in the performance of the employee's job, excluding holidays, vacation, sick leave or other approved leaves of absence, and excluding on-call time. (Ref. Rule 010.40) (3-30-01)
- b.** Travel time shall be compensated pursuant to policy set forth by the Board of Examiners. (3-30-01)
- c.** Attendance at lectures, meetings, training programs and similar activities outside of the employee's regular working hours when attendance has been directed by the appointing authority or designee. (5-15-85)
- 30. Incumbent.** Any person holding a classified or non-classified position in state service. (7-1-87)
- 31. Independent Contractor.** Any person, firm, or corporation meeting the Internal Revenue Service's test for an independent contractor or a self-employed person. (Ref. Rule 010.18) (3-30-01)
- 32. Interested Person.** A person or department directly affected by a rule, statute or department action or inaction. (6-30-78)
- 33. Intoxication.** Being under the influence of alcohol, or misuse of medication or controlled substances. (Ref. Rule 190.01.f.) (3-30-01)
- 34. Involuntary Transfer.** A significant change in work location, shift and/or organizational unit made as a result of a management decision as opposed to an employee's request or agreement to transfer. (3-30-01)
- 35. Layoff.** An involuntary reduction in hours of work or separation of an incumbent in the classified service either by reduction in force due to shortage of work or funds, or abolishment of positions. (4-5-85)
- 36. Leave Of Absence With Pay.** A period of absence from duty with the approval of the appointing authority, or as required or allowed by law or these rules, during which time the employee shall be compensated. Leaves of absence with pay have no adverse effect on the status of the employee and include the following leaves: vacation leave, sick leave, special leave situations, and compensatory time off for overtime worked. (3-30-01)
- 37. Leave Of Absence Without Pay.** A period of absence from duty with the approval of the appointing authority, or as required or allowed by law or these rules, during which time the employee shall not be compensated. (7-1-87)
- 38. Merit Increase.** The advancement of an employee's compensation in accordance with Section 67-5309C(b), Idaho Code. (7-1-87)
- 39. Minimum Qualification Specialty.** A minimum qualification required for one (1) or more positions in a class that is in addition to the other minimum qualifications required for all positions in the class. (7-1-93)
- 40. New Class.** A classification that is not essentially described by any existing job classification. (7-1-94)
- 41. Occasional Or Sporadic Work.** Work that is voluntarily performed by an employee in a different capacity from the employee's regular work and is infrequent, irregular or occurring in scattered instances. (7-1-87)
- 42. On-Call Time.** Time when an employee is required to carry a pager, cellular phone, or to leave work at home or with the department where the employee may be reached if needed to work, and the employee can use the time effectively for personal purposes. (3-30-01)
- 43. Overtime.** Those hours defined as such in Section 67-5302(19), Idaho Code, excluding any time,

such as traded time and occasional or sporadic work, that is specifically excluded from the overtime calculation by federal law. (7-1-87)

**44. Pay Line Exception.** A temporary assignment of pay grade, pursuant to Section 67-5309C(b)(i), Idaho Code, in excess of the pay grade allocated pursuant to Section 67-5309B(a), Idaho Code, as approved by the administrator. (3-30-01)

**45. Position, Classified.** A position subject to Chapter 53, Title 67, Idaho Code, and these rules in which one (1) person is hired as a full-time or part-time employee; or in which two (2) or more persons share in the aggregate of the position. (7-1-87)

**46. Promotion.** The advancement through the competitive process of an employee with permanent status from a position which he or she occupies in one (1) class to a position in another class having a higher entrance salary. (4-5-85)

**47. Rating.** The number of Hay evaluation points assigned to a classification in accordance with Rule 074. (7-1-87)

**48. Reasonable Accommodation.** An adjustment made to a job and/or work environment that enables a qualified individual with a disability to perform the essential functions of the position and would not cause undue hardship on the operation of the department. (Ref. Rule 190.01.c.) (7-1-87)

**49. Reclassification Of A Position.** A change of a position from the class to which it is assigned to another class. (3-30-01)

**50. Reclassification Of An Employee.** Means a change in the classification assigned to the employee to properly reflect the duties and responsibilities assigned to that employee by an appointing authority. (3-30-01)

**51. Reduction In Pay.** A reduction of an employee's salary from one (1) pay rate to a lower rate within the pay grade to which the employee's class is allocated. (7-1-94)

**52. Register.** A list of names of persons or the name of one (1) person who has been determined to be eligible for employment in a class on the basis of examination and merit factors as established by the administrator. An adequate register lists at least five (5) names of eligible candidates currently available for consideration for each vacancy in the class for which the register was established. (4-5-85)

**53. Reinstatement.** The reappointment of a former or current classified employee pursuant to Rule 125. (7-1-87)

**54. Relief Shift Employee.** An employee whose regular assignment is to work during the absences of others. (Ref. Rule 075.01.b.) (12-10-90)

**55. Resignation.** The voluntary quitting of state employment, excluding retirement. (6-11-89)

**56. Respondent.** The party whose interests are adverse to those of the appellant. (7-1-93)

**57. Status.** The character of an employee's appointment. (7-1-77)

**58. Suspension.** An enforced period of absence, with or without pay, for disciplinary purposes, for felony charges, or pending investigation of charges made against an employee pursuant to Rule 190. (7-1-87)

**59. Termination.** The separation of an entrance or voluntary probationary employee from classified service for unsatisfactory service during the probationary period without cause assigned by the appointing authority pursuant to Rule 150. (3-30-01)

**60. Traded Time.** Those hours an employee agrees to substitute for another employee during scheduled hours of work, where both work in the same capacity, the agreement to substitute is solely at the



employees' option, and the agreement is approved by the agency by whatever manner is customary. (7-1-87)

**61. Transfer.** A change of work location of an employee in which the employee changes from one (1) position to another in the same class or to another class in the same pay grade. (4-5-85)

**62. Underfill.** The filling of a class of position with an employee in a class of lower pay grade to accommodate a training period as approved by the administrator. (4-5-85)

**63. Workweek.** A period of seven (7) consecutive days beginning 12:01 a.m. Sunday. (Ref. Rule 073). (12-10-90)

**011. -- 018. (RESERVED).**

**019. BASIC MERIT REQUIREMENTS OF THE PERSONNEL SYSTEM.**

All appointments, promotions and separations in the classified service shall be based on competence, valid job requirements, and individual performance. (3-30-01)

**020. VETERANS' PREFERENCE.**

Preference must be given to qualified veterans who are residents of Idaho in all employment actions including hiring, transfer, promotion, and retention except for confidential secretarial positions. (3-30-01)

**01. Veteran Defined** (For Preference Purposes). Any person who has served in the active service of the armed forces of the United States during any period of war recognized by the United States Department of Veterans Affairs for the purpose of awarding federal veterans benefits and who has been discharged from service under honorable conditions. (Ref. Sections 65-509 and 65-510, Idaho Code). (3-30-01)

**02. Preference Points.** Veterans and disabled veterans who are residents of the state of Idaho, and their widows or spouses, when qualified under state law shall have additional points added to a passing score and placed on the register in accordance with the provisions set forth in Rule 102. (Ref. Rule 093.03, and Sections 65-502, 506, 507, and 67-5309(f), Idaho Code). (3-30-01)

**03. Promotion/Transfer Consideration.** Qualified veterans shall be given additional consideration in promotion and transfer decisions. When candidates are considered to be equal based on valid job related factors, veterans shall be preferred. (Ref. Sections 65-502, 65-504, and 67-5309, Idaho Code). (3-30-01)

**04. Retention.** War veterans (as defined in Chapter 5, Title 65, Idaho Code) shall receive the equivalent of three (3) years of satisfactory service in additional points awarded towards the total calculation of retention points in a reduction of work force determination. (Ref. Rule 140). (3-30-01)

**021. DISCRIMINATION PROHIBITED.**

No person shall be discriminated against in regards to appointments, promotions, demotions, separations, transfers, compensation, or other terms, conditions, or privileges of employment because of race, national origin, color, sex, age, religion, disability, or veteran status (unless under other than honorable conditions). (3-30-01)

**022. PROHIBITED QUESTIONS.**

All questions on applications and examinations shall be based on valid job requirements. Questions which impermissibly discriminate on the basis of race, national origin, color, sex, age, religion, disability, political affiliation, or veteran status are prohibited. (3-30-01)

**023. BONA FIDE OCCUPATIONAL QUALIFICATION.**

Qualification requirements based on age or gender may be established as necessary for specific positions by the Administrator of the Division of Human Resources. (3-30-01)

**024. CONFLICT OF INTEREST AND PERSONAL CONDUCT.**

The maintenance of a high standard of honesty, ethics, impartiality, and conduct by state employees is essential to ensure proper performance of state business and strengthen the faith and confidence of the people of Idaho in the integrity of state government and state employees. All appointing authorities shall establish such policies and

standards necessary to implement Rule 024. (3-30-01)

**025. DUAL EMPLOYMENT.**

There shall be no conflicting hours of work when a classified employee is employed by more than one (1) state department. The employee shall obtain approval from all appointing authorities concerned prior to beginning dual employment. (4-5-85)

**026. NEPOTISM.**

No employee shall work under the immediate supervision of a supervisor who is a spouse, child, parent, brother, sister or the same relation by marriage. (8-1-81)

**027. -- 039. (RESERVED).**

**040. NONCLASSIFIED EMPLOYEES SUBJECT TO CLASSIFIED SERVICE SUBSEQUENT TO APRIL 5, 1985.**

The provisions of this rule shall apply to all employees exempt from classified service who, subsequent to April 5, 1985, become subject to the provisions of Chapter 53, Title 67, Idaho Code. (3-30-01)

**01. Probationary Period.** A nonclassified employee brought under classified service under Rule 040 must serve a probationary period appropriate for the class assigned to the employee's position. Service uninterrupted by resignation, termination, or dismissal immediately prior to inclusion in classified service shall be considered as probationary service. (3-30-01)

**02. Certification To Permanent Status.** An employee who has completed a probationary period as required above and who is certified in writing by the appointing authority as serving satisfactorily shall be certified to permanent status without examination. (3-30-01)

**03. Examination.** An employee who has not completed a probationary period as required above shall be required to pass an examination for the class assigned to the employee's position. Prior to passing such examination, the employee's status shall be provisional. (3-30-01)

**04. Separation.** An employee who is not certified by the appointing authority as serving satisfactorily shall be separated from state service no later than thirty (30) calendar days after inclusion in classified service. An employee who fails to pass the examination or had an opportunity to have such examination and not availed himself or herself thereof shall be separated no later than thirty (30) calendar days after the establishment of an adequate register of eligibles. (3-30-01)

**05. Salary.** The salary of an employee, under these rules, shall be adjusted to the pay rate in the pay grade allocated to the employee's class that represents no salary loss from the employee's base rate in nonclassified status. (3-30-01)

**06. Salary Protection.** If the salary of an employee, brought under classified service under Rule 040, is greater than the highest rate of the pay grade of the class to which assigned, the employee's salary shall not be reduced; but he or she shall thereafter receive no salary increase, except for bonuses provided under Section 67-5309C, Idaho Code. (3-30-01)

**041. -- 049. (RESERVED).**

**050. CONSULTANTS AND PERSONS EMPLOYED UNDER INDEPENDENT CONTRACT.**

Nothing in these rules shall prohibit the use of independent contractors or consultants who are paid on a fee basis for legal, medical, or other professional services, provided that they are not engaged in the performance of administrative duties for any state department. (7-1-94)

**01. No Fee Basis.** No position in the state classified service shall be filled by a consultant or independent contractor on a fee basis. (8-1-81)

**02. Limited Use Only.** Individuals employed through contracts with temporary services or

professional staffing agencies shall be utilized only for short-term situations. (3-30-01)

**051. -- 059. (RESERVED).**

**060. CLASSIFICATION SCHEDULE.**

Adoption of Compensation Schedule. The Division of Human Resources, after consulting with each appointing authority, shall develop, adopt, and make effective a classification schedule consisting of class specifications allocated to various pay grades in the compensation schedule for all positions based on an analysis of the duties and responsibilities of representative positions. (4-5-85)

**061. ANALYSIS OF CLASSIFICATIONS.**

The Division of Human Resources shall assist appointing authorities in the analysis of positions in determining proper classification and shall, at the determination of the administrator, conduct independent classification reviews of the various departments. (4-5-85)

**062. AUTHORITY.**

The administrator shall have the responsibility and authority to classify positions in the classification schedule. (3-30-01)

**063. REVIEW OF CLASSIFICATION SCHEDULE.**

The administrator, in cooperation with the various appointing authorities, shall review the classification schedule to insure the appropriateness and accuracy of existing class specifications. (7-1-93)

**064. AMENDMENT OF CLASSIFICATION SCHEDULE.**

**01. Changes To Classifications.** Whenever it is necessary to establish or delete a classified position or to revise a position's responsibilities, the appointing authority shall submit proposed changes to the administrator. (3-30-01)

**02. Approval.** Each appointing authority, prior to establishing any new position within the department, shall obtain the approval of the administrator for the classification of such positions and their assignment to a pay grade in the compensation schedule. Approval by the administrator of the Division of Financial Management for sufficiency of funds is also required. (3-30-01)

**03. Assignment To Pay Grade Required.** No person shall be appointed to, employed in, or paid for services in any classified position until the position has been established, classified, and assigned to a pay grade in accordance with these rules. (3-30-01)

**065. APPROVAL OF NEW, REVISED AND DELETED CLASSIFICATIONS.**

**01. New And Refactored Classifications.** New classifications of work and revised classes shall be submitted by the administrator to the Division of Financial Management administrator for approval when there is a fiscal impact. (3-30-01)

**02. Revised And Deleted Classifications.** Revised classifications with no fiscal impact and classes deleted from the classification schedule require approval only of the administrator. (7-1-94)

**066. ABOLISHMENT OF POSITIONS.**

An appointing authority may abolish a position for reasons of administrative efficiency. Employees to be separated as a result shall have layoff and reemployment preference in accordance with Rules 140 through 147. (7-1-87)

**067. RECLASSIFICATION OF POSITIONS.**

**01. Procedure.** Positions may be reclassified in the same pay grade, upward, or downward as determined by an analysis by Division of Human Resources' staff of the duties and responsibilities assigned by appointing authorities to specific positions. An incumbent occupying a reclassified position shall be properly classified by an appointing authority within thirty (30) calendar days of being notified by the administrator that the

duties and responsibilities assigned to the position are not properly classified. (4-5-85)

**02. Effective Date.** Reclassifications of positions shall not be effective until they are approved by the administrator, but may be retroactive to the beginning of the pay period during which approval is granted. Reclassification of an employee shall not precede the effective date of the reclassification of the position. (3-30-01)

**03. Violations.** Upon a determination of the administrator that an incumbent employee is improperly classified, the administrator shall notify the employee, the appointing authority, and the state controller's office that the employee is being compensated in violation of these rules. (Ref. Section 67-5312, Idaho Code). (7-1-87)

**068. -- 069. (RESERVED).**

**070. COMPENSATION OF EMPLOYEES.**

**01. Conduct Of Salary Surveys.** The Division of Human Resources shall conduct or approve salary surveys, to determine salary ranges that represent competitive labor market average rates for all positions in the classified service. (7-1-94)

**02. Relevant Labor Markets For Classifications Up To Two Hundred Seventy Points.** For classifications up to two hundred seventy (270) points, the comparator market shall consist of the Idaho in-state market, representing private and public employers in the state. (7-1-94)

**03. Relevant Labor Markets For Classifications From Two Hundred Seventy-One To Five Hundred Fifty Points.** For classifications from two hundred seventy-one (271) to five hundred fifty (550) points, the comparator market shall be the Idaho in-state market, representing private and public employers, and a group of nine (9) Western State governments, consisting of Arizona, Colorado, Montana, Nevada, New Mexico, Oregon, Utah, Washington and Wyoming. (7-1-94)

**04. Relevant Labor Markets For Classifications Above Five Hundred Fifty Points.** For classifications above five hundred fifty (550) points, the comparator market is the nine (9) Western State governments identified in Rule 070.03, and other relevant markets. (3-30-01)

**05. Salary Schedule.** The administrator shall adopt the salary ranges for the pay grades in Section 67-5309C, Idaho Code, which normally represents eighty-five percent (85%) to one hundred twenty-five percent (125%) of the payline policy formulas in Section 67-5309B, Idaho Code, in a public meeting after notice, and a current salary schedule shall be provided to all appointing authorities. (3-30-01)

**06. Compensation Plan.** Significant changes to components of the compensation plan shall be presented in a public meeting after notice. (3-30-01)

**071. COMPENSATION PLAN REVIEWS.**

**01. Review Of Compensation Schedule.** The Division of Human Resources in cooperation with the various appointing authorities shall conduct reviews of the compensation plan. (3-30-01)

**02. Affirmation Of Factoring.** In the review of classifications, the factoring of a class may be affirmed if there has been no significant change in the duties of the classification and the factoring appears to be correct. (7-1-93)

**072. OPERATION OF COMPENSATION PLAN.**

**01. Authorized Pay Rate.** No employee in the state classified service shall be paid at a rate less than the minimum nor greater than the maximum rate of the pay grade assigned to the class, except as provided in Rule 042, and Rules 040.06, and 072.06, and Section 67-5309C(b)(i), Idaho Code. (3-30-01)

**02. Entrance Salary.** The entrance salary for a new appointee shall fall within the paygrade assigned to the employee's class except when a payline exception is necessary to hire a particularly qualified individual. (Ref.

Section 67-5309C(b)(i), Idaho Code). (3-30-01)

**03. Payline Exceptions.** Temporary assignments to a new pay grade may be made by the administrator pursuant to Section 67-5309(c)(b)(i), Idaho Code. Such assignments shall apply to an entire class for the purpose of recruitment or retention and shall be reviewed annually to determine the need for continuance. (3-30-01)

**04. Salary After Reappointment From Layoff.** An employee appointed from a layoff register (Rule 101.01 and Rule 145) shall be paid in the current pay grade for the classification to which reappointed or at the same payrate he or she received immediately preceding layoff, whichever is greater. (3-30-01)

**05. Salary Upon Transfer.** (7-10-88)

**a.** A transfer between departments (Rule 126) in the same class or one (1) of equal pay grade does not require a change in the employee's salary, but a lower or higher rate may be negotiated between the employee and the appointing authority. (3-30-01)

**b.** If the transfer is to a class of lower pay grade (demotion), the employee's salary is negotiable between the employee and appointing authority within the lower pay grade. (3-30-01)

**06. Salary Upon Reinstatement.** (7-10-88)

**a.** Except as otherwise provided in the following rule, the salary of a reinstated employee (Rule 125) is negotiable between the employee and appointing authority in the current pay grade for the class in which the employee has reinstatement privileges. (3-30-01)

**07. Salary Upon Downward Reassignment.** When a class is reassigned downward the employee's salary will be protected within the new paygrade. If a particularly qualified employee's salary is above the highest rate of the new paygrade, the appointing authority may petition the administrator to "freeze" the employee's salary. (3-30-01)

**08. Salary Upon Return From Military Duty.** An employee who returns to state service from active military duty in accordance with the provisions of Sections 65-511 or 65-512, Idaho Code, shall be paid at the comparable rate in the current pay grade for the classification to which he or she was assigned prior to leaving for military service. (3-30-01)

**073. CALCULATION OF PAY.**

**01. Standard Calculation Of Pay.** For other than police, correctional officers, or fire employees, pay shall be calculated in the following order: (3-30-01)

**a.** Holiday pay; (12-10-90)

**b.** All hours worked on a holiday as overtime; (12-10-90)

**c.** All hours worked over forty (40) in the workweek as overtime, excluding occasional or sporadic work and traded time; (12-10-90)

**d.** Vacation, sick and other paid or unpaid leaves; and (12-10-90)

**e.** All remaining hours worked at the employee's regular rate of pay, with the optional use of earned administrative leave. Shift differential pay shall be calculated according to Rule 075 and paid in addition to any other compensation. (Ref. Sections 67-5302(19), 67-5329, Idaho Code; Rules 010.39 through 010.41, 010.58, 073.03 and 250). (12-10-90)

**02. Calculation Of Pay For Police, Correctional Officers, And Fire Employees.** Police, Correctional Officers, and fire employees on a twenty-eight (28) day work schedule shall be compensated as described above, except that overtime shall be calculated based on one hundred sixty (160) hours in a twenty eight

(28) day period instead of forty (40) hours in a workweek, and earned administrative leave shall be calculated based on eighty (80) hours in a biweekly pay period instead of on a weekly basis. (3-30-01)

**03. Holiday Pay Calculation.** (7-1-87)

**a.** All classified employees of like classification, shall be treated equally with reference to hours of employment, holidays, and vacation leave. (Ref. Section 67-5326, Idaho Code). (3-30-01)

**b.** A full-time employee shall receive holiday pay in accordance with the number of hours the employee works on a regular workday. If the employee's schedule is so irregular that a regular workday cannot be determined, the employee shall receive eight (8) hours of holiday pay. An employee must receive pay either the scheduled workday before or after the holiday in order to receive the holiday benefit. (3-30-01)

**c.** A part-time employee who has a regular work schedule shall be paid for a holiday: 1) in the same proportion to eight (8) hours that the hours the employee normally works in a week bear to forty (40), which for calculation purposes converts to two tenths (.20) x hours normally worked; or 2) to the extent the employee would have worked had the holiday been a regular workday. The use of method 1) or 2) is discretionary with the appointing authority. (7-1-87)

**d.** If a part-time employee's hourly schedule is so irregular that a normal workweek cannot be determined, an appointing authority may substitute the following method for 1) above: in the same proportion that the hours the employee works during a week in which a holiday occurs bear to forty (40). (4-5-85)

**e.** Schedules resulting in holiday time off in excess of eight (8) hours must only be approved in such a way as to treat all members of the affected job classification equally. Appointing authorities may suspend flex schedules during holiday weeks or may grant administrative leave or otherwise adjust work schedules to ensure equity. (3-30-01)

**04. Reduction Of Salary.** The salary of an employee receiving more than the lowest rate of the pay grade for his or her class may be reduced to a lower rate by the appointing authority for disciplinary reasons enumerated in Rule 190. (7-1-94)

**05. Temporary Merit Increases.** Temporary merit increases shall not be calculated retroactively. (Ref. Section 67-5309C(b)(ii), Idaho Code). (7-10-88)

**06. Department Salary Administration Policies.** Each department shall adopt and file with the administrator current salary administration policies for the following actions to insure fairness and equity for all employees within that department: (3-30-01)

**a.** Merit increases and bonuses (Section 67-5309C(b), Idaho Code, and Rule 073.05.); (7-1-94)

**b.** Reclassification (Rule 067); (4-5-85)

**c.** Demotions (Rule 180); (4-5-85)

**d.** Intradepartmental transfers (Rule 126); (4-5-85)

**e.** Failure to complete promotional probationary periods (Rule 152.03.); (4-5-85)

**f.** Promotions (Rule 170); (4-5-85)

**g.** On-call time (Rule 010.40). (4-5-85)

**07. Salaries For Temporary Appointments.** Except as provided by the following rule, salaries for employees hired under temporary and project-exempt appointments will be governed by Section 59-1603, Idaho Code. (4-5-85)

**074. ASSIGNMENT OF HAY EVALUATION POINTS.**

**01. Assignment To Pay Grade.** Pursuant to Sections 67-5309B and C, Idaho Code, the pay grade to which a class is assigned shall be determined by the number of Hay evaluation points assigned to each class. (3-30-01)

**02. Guide Charts.** The Hay evaluation points assigned to a class shall be the composite numerical value of points factored from the Hay guide charts. (3-30-01)

**03. Factoring Benchmarks.** The factoring benchmarks correlated by Hay Management Consultants shall be used in conjunction with the Hay Guide Charts to determine the number of points assigned to a class. (3-30-01)

**04. Factoring Process.** Hay evaluation points shall be assigned to a class through the following methods, which may be used separately or in combination with the others: (3-30-01)

**a. Informal Agreement.** The appointing authority presents the new or revised class and factoring recommendation informally to the administrator of the Division of Human Resources or designee and there is agreement on the points assigned. (3-30-01)

**b. Factoring Session.** The administrator shall determine the membership of a factoring committee and schedule a factoring session in which the appointing authority or designee may present both oral and written information concerning the class to be factored. The factoring committee shall assign Hay evaluation points in accordance with Rule 074 and the administrator shall notify the appointing authority in writing of the decision of the factoring committee. The appointing authority may request an issue conference with the factoring committee and present their perspective on the assigned points. The factoring committee may affirm or modify the assigned points. The administrator will provide a letter to the appointing authority stating the outcome of the issue conference. (3-30-01)

**c. Hay Management Consultants.** After consultation with the appointing authority, the administrator may refer the class to Hay Management Consultants for a factoring analysis. (3-30-01)

**05. Approval.** After consultation with the administrator of the Division of Financial Management for approval regarding potential fiscal impacts, the administrator of the Division of Human Resources shall have final approval of the Hay evaluation points assigned to each class. These points are final unless appealed in accordance with Section 67-5316, Idaho Code. (3-30-01)

**075. SHIFT DIFFERENTIAL.**

**01. Eligibility.** (12-10-90)

**a.** Shift differential compensation shall be paid if fifty percent (50%) or more of an employee's assigned hours in a workweek occur between 6 p.m. and 7 a.m. Leave hours taken shall be regarded as having been assigned during the same hours that the employee would have worked. (12-10-90)

**b.** Shift differential compensation shall be paid for all hours worked by a relief shift employee. (12-10-90)

**02. Shift Pay Rate.** Shift differential compensation shall be paid at the rate of five percent (5%). (7-1-94)

**03. Hours Paid At Shift Rate.** If an employee qualifies for shift differential pay during a workweek, the shift rate shall be calculated for all hours reported in that week, including holiday pay, overtime and leave taken. The resulting amount of shift differential pay shall be included in the compensation for that pay period. (12-10-90)

**04. Ineligible Employees.** Employees who are ineligible for cash compensation and compensatory

time for overtime work are ineligible for shift differential compensation. (Ref. Section 67-5329(1), Idaho Code).  
(3-30-01)

**05. Multiple Positions.** For an employee who has more than one (1) position, eligibility for shift differential shall be determined by position. (2-6-92)

**076. -- 079. (RESERVED).**

**080. RECRUITMENT.**

The administrator shall cooperate with the appointing authority of each department and with the director of the Department of Labor in the operation of a coordinated recruiting program. (4-5-85)

**081. PURPOSE OF EXAMINATIONS.**

The administrator shall conduct examinations for the purpose of maintaining eligibility registers. (8-1-81)

**082. METHODS OF RECRUITMENT.**

For the purpose of establishing eligibility registers, there are three (3) methods of recruitment: open competitive, and department promotional or statewide promotional (3-30-01)

**083. LOCATION OF EXAMINATIONS.**

When the administrator determines it to be in the best interest of the personnel system, examinations may be held in specific areas of the state, by approved proctors outside the state of Idaho, or via electronic communications.  
(3-30-01)

**084. ANNOUNCEMENT OF EXAMINATIONS.**

**01. Distribution Of Announcements.** The announcement of each open-competitive examination shall be supplied to the appropriate local offices of the Idaho Department of Labor and to other locations determined necessary by the administrator to develop a register of eligibles. If the open-competitive examination has been requested by the appointing authority in lieu of a promotional examination, it shall be his or her responsibility to post or otherwise distribute the announcement so it can be seen by all employees of that department prior to its expiration date. (Ref. Rule 170.01.b.) (4-5-85)

**02. Posting Of Announcements Within Departments.** The announcement for each promotional examination shall be supplied to the appointing authority of each affected department. It shall be his or her responsibility to post or otherwise distribute such announcement so it can be seen by all employees in the department prior to the expiration date. (4-5-85)

**085. CONTENT OF ANNOUNCEMENTS.**

Each announcement of an examination shall contain the title of the class, characteristic duties and responsibilities, salary, minimum qualifications, nature of the examination, relative weights of the various portions of the examination, qualifying score, closing date, and other pertinent information. (4-5-85)

**086. APPLICATIONS.**

**01. Form.** All applications shall be filed on the form prescribed by the administrator. A separate form must be filed for each class for which application is made unless otherwise prescribed in the announcement. (8-1-81)

**02. Filing Of Applications.** Applications are currently accepted by mail, personal delivery, electronic mail and FAX to the Division of Human Resources. Whenever applications are filed by electronic mail or FAX, the original shall be deposited in the mail the same day or hand delivered the following day. An application will also be considered timely if any Job Service or agency human resources office receives and date stamps it by the closing date, notifies the Division of Human Resources, and ensures that it is delivered to the Division of Human Resources by close of the next business day. (3-30-01)

**03. Application By Military Personnel.** An application for examination will be accepted after the closing date of the announcement from a person who was serving in the armed forces, or undergoing hospitalization



of no more than one (1) year following discharge, during any period in which the examination announcement was open. The application must be submitted within one hundred twenty (120) days of the applicant's separation from the armed forces or hospitalization and prior to the expiration of the register established as a result of the examination. The applicant must be a resident of Idaho when application is made. (Ref. Sections 65-502 and 67-5309(f), Idaho Code). (4-5-85)

**04. Examination Of Disabled Veterans.** A disabled veteran may file an application for examination at any time for any class for which the Division of Human Resources maintains a register or for which a register is about to be established, provided he or she has not already been examined twice for the same class, does not have current eligibility on that register, or is not serving in a class in the same or higher pay grade as the class for which application is made. The applicant must be a resident of Idaho when application is made. (Ref. Sections 65-502 and 67-5309(f), Idaho Code). (4-5-85)

**05. Promotion Of Entrance Probationary Employee.** Any classified employee on entrance probation may file an application for a promotional opportunity but may not be placed on a register until permanent status has been attained. (Ref. Rules 160.01. and 170.03.). (7-1-87)

**06. Disclosure Of Information For Hiring Purposes.** By submitting an application, an individual is deemed to authorize disclosure of confidential information to state agencies for purposes of screening, testing, interviewing and hiring. (Ref. Section 9-340C, Idaho Code). (12-10-90)

**087. DENIAL OF APPLICATIONS.**

**01. Basis.** The administrator may choose not to process an application for examination if: (3-30-01)

**a.** The applicant will not meet the minimum qualifications specified in the announcement at the time set for appointment. (3-30-01)

**b.** The application was not received on or before the closing date for acceptance of applications. (3-30-01)

**c.** A background investigation or examination of an applicant discloses that the applicant committed an act which is cause for dismissal as provided in Rule 190. (3-30-01)

**02. Further Actions.** When any such finding under Rule 087.01 is made, the administrator may deny the application and may cancel the eligibility of the applicant if he or she has already attained a place on the eligibility register. If the applicant has already received appointment, the administrator may take appropriate action to have the employee removed from the position. (3-30-01)

**088. -- 089. (RESERVED).**

**090. EXAMINATIONS.**

Examinations shall be designed to evaluate factors pertinent to an individual's ability to perform competently the duties of the classification. The factors tested shall be job-related and may include, but are not limited to, education and experience, knowledge, skills, abilities, aptitude, and physical ability. (3-30-01)

**091. PROHIBITED FACTORS.**

No part of any examination shall include any question designed to reveal prohibited information including the political or religious affiliation or belief, national origin or race of any candidate. (3-30-01)

**092. PREPARATION OF EXAMINATIONS.**

**01. Content Of Examinations.** Examinations may include any questions, tests or criteria designed to evaluate the suitability of applicants for job openings within a classification. So far as is practical, promotional examinations shall be similar to corresponding open-competitive examinations and the same standards shall be applied in determining scores. (3-30-01)

**02. Job Analysis And Confidentiality.** Contents of each examination shall be determined by the Division of Human Resources' staff on the basis of appropriate professional techniques and procedures of job analysis and test development. No information concerning the specific content of the examination shall be divulged to unauthorized personnel by Division of Human Resources' staff or other personnel who have access to the examinations. (4-5-85)

**03. Subject-Matter Experts.** The Division of Human Resources' staff may, at their discretion, collaborate with appointing authorities, incumbents, subject-matter experts, or other qualified persons in the preparation of examinations. (8-1-81)

**093. CONDUCT AND RATING OF EXAMINATIONS INCLUDING VETERANS' PREFERENCE POINTS.**

**01. Designation Of Examiners.** The examinations shall be conducted and rated by persons designated by the administrator. (8-1-81)

**02. Scoring Of Examinations.** Each examination shall be rated for final scores on the basis of one hundred (100) point maximum. The Division of Human Resources' staff shall use appropriate statistical and professional techniques and procedures in determining passing points and final scores. (3-30-01)

**03. Veterans' Preference.** (4-5-85)

**a.** Veterans' and disabled veterans' points, when applicable under state law, shall be added to the final score achieved in the examinations, notwithstanding the fact that the augmented final score may exceed one hundred (100) points. Veterans' preference points are only applicable when the applicant is a resident of Idaho. (Ref. Sections 65-502 and 67-5309(f), Idaho Code) (4-5-85)

**b.** Veterans' and disabled veterans' preference points shall not be added to the raw score in order to achieve a passing score. (4-5-85)

**04. Failing Score.** Failure in any part of the examination may disqualify the applicant in the entire examination and from having his or her name placed on the register. Final scores shall be computed in accordance with weights assigned the individual factors in the total examination. (4-5-85)

**05. Use Of Alternate Announcement.** An examination may be rated for another class under current announcement at the discretion of the administrator. (4-5-85)

**06. Waiver Of Examination.** Notwithstanding other provisions in these rules, when ten (10) or fewer applications are received for a position announcement and there is no existing register, the announced examination may be waived by the administrator. Applicants meeting minimum qualifications shall be eligible for appointment and their placement on the register shall take into account veterans' preference. When using registers developed in this manner, appointing authorities shall provide the opportunity for placement interviews for each applicant on the register. (3-30-01)

**07. Examination Upon Reclassification.** An employee occupying a position which is reclassified (Rule 067.01) may be required at the discretion of the administrator to pass an examination for the class to which reclassified. (4-5-85)

**094. ELIMINATION TESTS.**

Wherever it is stated in the announcement that an applicant must qualify in a series of different tests or satisfy other requirements to become eligible for appointment, and the applicant fails to meet such requirements, he or she shall not be permitted to take any further tests in the examination, and such tests if previously given need not be rated. (4-5-85)

**095. NOTICE AND RECORD OF RESULTS OF EXAMINATION.**

All competitors shall be notified by mail of their final scores. The records of scores shall be held as official records for the life of the resulting eligibility registers. (3-30-01)

**096. REVIEW AND APPEAL.**

**01. Review Of Examination Content And Scoring Material.** Any competitor, or his representative authorized in writing, shall be permitted to inspect his own papers and records, except examination content and scoring material, upon application in person at the office of the Division of Human Resources in Boise during business hours. Alternative arrangements are available for competitors located outside of Boise. Review shall be limited to the time allowed for appeal of examination scores. (3-30-01)

**02. Appeal Of Examination Score.** Any competitor, by written request to the administrator, may appeal his or her examination score within thirty-five (35) calendar days after the notice was mailed to such competitor. The administrator shall review the test, may change the score, and may take any other action necessary to insure the integrity and quality of the testing process. When such review discloses error affecting the scores of other competitors, the review and adjustment shall include their scores. The administrator shall provide a written explanation to competitors whose scores are affected by the action taken. (3-30-01)

**097. ALTERNATIVE EXAMINATION PROCESS FOR PERSONS WITH DISABILITIES.**

**01. Conditions For Eligibility.** Notwithstanding other provisions in these rules, an agency may appoint an individual directly into entrance or promotional probationary status in a class if the Division of Vocational Rehabilitation, the Idaho Commission for the Blind, or the Industrial Commission certifies the following: (7-1-93)

**a.** That the individual has a physical or mental impairment that substantially limits one (1) or more major life activities, as further defined under state or federal law; (3-30-01)

**b.** That the individual meets the minimum qualifications of the class and is qualified to perform the essential functions of a particular classified position with or without reasonable accommodation; and (7-1-93)

**c.** That the individual lacks competitiveness in the examination process due to the disability. (3-30-01)

**02. Concurrence Required.** The certification shall be made with the concurrence of Division of Human Resources. (3-30-01)

**03. Probationary Period.** The probationary period shall be the sole examination for individuals certified under this alternative examination process. (Ref. Rule 150). (7-1-93)

**098. -- 099. (RESERVED).**

**100. ELIGIBILITY REGISTERS.**

Eligibility registers shall be established by the Division of Human Resources' staff to provide for fair and impartial selection for entrance into the state classified service and for promotion on the basis of competitive merit examinations. (4-5-85)

**101. TYPES OF ELIGIBILITY REGISTERS.**

There are four (4) kinds of eligibility registers: (4-5-85)

**01. Layoff Registers.** Departmental layoff registers shall for a given class contain the names of classified employees of permanent or probationary status who have been laid off or demoted because of shortage of work or funds, reorganization, or abolishment of a position. Ranking on such register is to be made in accordance with Rule 146, governing employee preference. (4-5-85)

**02. Departmental Promotional Registers.** Departmental promotional registers shall for a given class contain the names of classified employees with permanent status in a given department who successfully passed a departmental promotional examination for the class. (4-5-85)

**03. Statewide Promotional Registers.** Statewide promotional registers shall for a given class contain

the names of all classified employees with permanent status in all state departments who successfully passed a statewide promotional examination for the class. (4-5-85)

**04. Open Competitive Registers.** Open competitive registers shall for a given class contain the names of applicants who successfully passed an open-competitive examination for the class. (4-5-85)

**102. PLACEMENT ON REGISTER.**

**01. Score Order.** Eligible candidates shall be placed on the register for a given class ranked in descending numerical order based on their final score on the examination for such class. (3-30-01)

**02. Veterans' Preference.** Eligible veterans or surviving spouses entitled to five (5) point preference shall be placed on the open-competitive register in accordance with their final score on the examination augmented by preference points. (Ref. Rule 093.03, Section 65-506, Idaho Code) (3-30-01)

**03. Disabled Veterans' Preference.** Eligible disabled veterans or surviving spouses entitled to ten (10) point preference shall be placed at the top of the open-competitive register above all other candidates in order of their final score on the examination augmented by preference points. (Ref. Rule 093.03, Section 65-605, Idaho Code) (3-30-01)

**04. Veterans' Preference For Initial Appointment Only.** The additional points added by reason of veterans' preference shall be used for initial appointment and not for the purpose of promotions in classified service. (Ref. Section 65-506, Idaho Code) (3-30-01)

**103. DURATION OF ELIGIBILITY REGISTERS.**

**01. Eligible Candidates.** Eligible candidates on layoff registers will remain thereon for twelve (12) months. (Ref. Rule 101.01) (3-30-01)

**02. Duration.** The duration of all other registers will be determined by the administrator based on the frequency of job openings and agency need. (3-30-01)

**104. REMOVAL OF NAMES.**

**01. Reasons Specified.** Names may be removed from an eligibility register by the administrator because of: (4-5-85)

**a.** Appointment of the eligible candidate from the register to the class or appointment to a class in a higher pay grade. (3-30-01)

**b.** A statement by the eligible candidate that he is not willing to accept appointment under conditions previously specified. (3-30-01)

**c.** Physical, mental or other disability where it has been demonstrated that the disability will prevent the eligible from satisfactorily performing the essential functions of the position with reasonable accommodation for the disability. (3-30-01)

**d.** Failure of an eligible to respond within seven (7) calendar days to inquiry concerning availability for employment. (4-5-85)

**e.** The eligible candidate's conduct renders him or her unsuitable for a position in the state service. (3-30-01)

**f.** Written rejection of the eligible candidate for good cause by an appointing authority as approved by the administrator. (3-30-01)

**g.** Conviction of an eligible candidate of any felony. (3-30-01)

**h.** False statements of material facts given in the eligible candidate's application for employment or any subsequent examinations or interviews. (3-30-01)

**i.** Dismissal of an eligible candidate from state service. (3-30-01)

**02. Removal For Improper Influence.** The administrator may remove from an eligibility register the name of any person who has paid, promised to pay, or given any money, thing, service or consideration to any person, directly or indirectly, for any service or influence given, used, or promised towards securing appointment; or any person who has directly or indirectly obtained information regarding examinations to which, as an applicant, he or she is not entitled. (4-5-85)

**03. Refusal Of Interview Or Position.** Any eligible candidate who refuses an interview or refuses to accept a position under the conditions set forth in the examination announcement may have his or her name removed from the eligibility register by the administrator. (3-30-01)

**04. Removal Of Names.** If the name of an eligible candidate has been certified for a probationary appointment for three (3) separate positions in the same class in the same department and has not been accepted for good cause, an appointing authority may request in writing to the administrator that the candidate not be certified to that department again for that class. (7-1-87)

**05. Removal For Declining Three Offers.** Upon written petition from an appointing authority, an employee's name may be removed from a departmental layoff register if the employee declines three (3) separate offers of reemployment without good cause. (Ref. Rule 101.01) (7-1-87)

**105. TEMPORARY UNAVAILABILITY NOT REASON FOR REMOVAL.**

Temporary unavailability of an eligible applicant, not to exceed fifteen (15) calendar days, in order that the employee may give his or her employer advance notice of separation is not proper cause for his or her removal from the register. (3-30-01)

**106. RESTORATION OF NAMES TO ELIGIBILITY REGISTERS.**

Upon receiving appropriate evidence, the administrator shall restore the name of an eligible candidate to any eligibility register from which it has been removed for causes enumerated in Rule 104. (3-30-01)

**107. ABOLISHMENT OF CLASSES.**

Whenever a class is abolished, names on existing eligibility registers for the class may be combined with names on a comparable register providing the candidates meet the minimum qualifications for the class represented by the comparable register. (4-5-85)

**108. REVISION OF CLASS SPECIFICATIONS.**

Whenever a class specification is revised, the names of persons on the existing eligibility register who meet the minimum qualifications for the revised class shall be placed in score order on the eligibility register for the revised class. (4-5-85)

**109. (RESERVED).**

**110. CERTIFICATION AND SELECTION.**

Whenever a vacancy in a classified position is to be filled by the competitive examination process, the appointing authority shall make selection from eligibility registers certified by the Division of Human Resources' staff. (4-5-85)

**111. NUMBER OF NAMES ON REGISTER.**

The Division of Human Resources' staff shall certify from the eligibility register, in the order of their scores, a sufficient number of names so that the appointing authority shall be able to select for appointment from among ten (10) eligible candidates successively for each position to be filled. If an appointment is to be made to one (1) position only, the top ten (10) available eligible candidates shall be certified. If appointments are to be made to more than one (1) position, one (1) additional name shall be added for each vacancy so that the appointing authority shall have ten (10) names to consider for each vacancy. The names of all eligible candidates with scores identical to the tenth

ranking eligible candidate on the register shall be provided to appointing authorities for selection purposes. (3-30-01)

**112. ADEQUATE REGISTERS.**

A register with at least five (5) eligible candidates shall be adequate. If no register exists or if there are less than five (5) eligible candidates, appointing authorities may: (3-30-01)

- 01. Selection From Inadequate Register.** Hire an eligible candidate listed on an inadequate register. (3-30-01)
- 02. Provisional Appointment.** Make a provisional appointment pursuant to Rule 120.05. (3-30-01)
- 03. Request Certification.** Request the administrator authorize certification from an eligibility register for a comparable class. (3-30-01)
- 04. Special Request.** Request specialized recruitment. (3-30-01)

**113. SELECTIVE CERTIFICATION.**

The administrator may authorize selective certification from a register where specific qualifications for a position are justified by an appointing authority in addition to the minimum qualifications for the class. (4-5-86)

**114. -- 119. (RESERVED).**

**120. APPOINTMENTS, REINSTATEMENTS, TRANSFERS, AND RESIGNATIONS.**

- 01. Form.** Appointing authorities shall notify the administrator of each appointment on the prescribed form. (2-6-92)
- 02. Layoff Register.** New appointments to a class within a department are not permissible if there is a departmental layoff register (Rule 101.01) for that class with names of eligibles who are willing to accept employment. (3-30-01)
- 03. Credited State Service.** Except as provided by Rules 040 and 250.02, no classified credited state service shall accrue to employees for any service under temporary, project exempt, or nonclassified appointments. (7-1-87)
- 04. Probationary Period Required.** All appointments to positions in the state classified service whenever adequate eligibility registers exist for the class shall be probationary appointments except as otherwise provided in Rules 040, and 150. (3-30-01)
- 05. Provisional Appointment.** (7-1-93)
  - a.** A provisional appointment may be authorized in the absence of an adequate register of eligibles. A provisional appointment will not be authorized if the announcement for the position is closed pending establishment of a register. (4-5-85)
  - b.** In nominating a person for provisional appointment, the appointing authority shall transmit to the administrator an application for employment of the nominee. If the applicant meets the minimum qualifications established for the class, the nominee may be provisionally appointed to fill an existing vacancy in a position for no longer than thirty (30) calendar days after establishment of an adequate register. Successive provisional appointments of the same individual or successive provisional appointments to the same position shall not be permitted unless specifically authorized by the administrator. (4-5-85)
  - c.** Provisional incumbents shall be given opportunity to take the examination for the class of position. Any provisional employee who fails to pass such an examination within certifiable range or who has an opportunity to take such an examination and has not availed himself or herself thereof shall be separated no later than thirty (30) calendar days after the establishment of an adequate register of eligibles. (4-5-85)

**d.** A period of provisional service immediately prior to an employee's probationary appointment from an eligibility register shall be credited to the probationary period. (Ref. Rule 154) (4-5-85)

**121. LIMITED SERVICE APPOINTMENTS.**

**01. Length Of Limited Service.** Limited-service appointments (ref. Rule 010.04 for definition) are restricted to six thousand two hundred forty (6,240) hours of credited state service for non-career positions of relatively short duration. (4-5-85)

**02. Conversion To Permanent Status.** Employees appointed under limited-service appointments will automatically convert to career employees with permanent status if employed in limited-service appointments in excess of six thousand two hundred forty (6,240) hours. (4-5-85)

**03. Limited Service Agreement.** Appointing authorities making limited-service appointments shall prepare, no later than the date of appointment, a written agreement for signature of both the employee and appointing authority describing the non-career nature of the appointment and the duration the employee may expect to work. A copy of this agreement shall be submitted to the administrator. (12-10-90)

**122. SEASONAL APPOINTMENT.**

**01. Purpose.** An appointing authority may make a seasonal appointment from a register for work that occurs intermittently during the year. (Ref. Idaho Code Section 67-5302(30)). (12-10-90)

**02. Employee Rights.** Employees appointed under a seasonal appointment will have all obligations, rights, and privileges of any classified employee except those accorded by Rules 140-147, relating to reduction in force. (12-10-90)

**03. Separation.** Employees appointed under a seasonal appointment may be separated from the seasonal appointment and returned thereto as frequently as intermittent workload dictates. (12-10-90)

**04. Duration Of Appointment.** If an employee has not been called to work for six thousand two hundred forty (6240) hours (three (3) years), the seasonal appointment expires; rehire of the employee must be from a register. (12-10-90)

**123. TEMPORARY APPOINTMENTS.**

Temporary appointments shall be limited to one thousand three hundred eighty-five (1,385) hours of work in any twelve (12) month period for any one (1) department. Both calculations shall begin on the date of the original temporary appointment. (Ref. Section 67-5302(32), Idaho Code, for definition. (7-1-87)

**124. PROJECT-EXEMPT APPOINTMENTS.**

Project-exempt appointments shall be limited to the length of the project grant or twenty-four (24) months, or four thousand one hundred sixty (4,160) hours of credited state service, whichever is shorter. (Ref. Section 67-5303(m), Idaho Code, for definition. (4-5-85)

**125. REINSTATEMENTS.**

**01. Eligibility.** As determined by the administrator, a current or former employee shall be eligible for reinstatement to a class in which he or she held permanent status, or if deleted its successor, or to another class of equal or lower pay grade under the following conditions (salary treatment is covered by Rule 072.05). (3-30-01)

**a.** Reinstatement is limited to a period equal to the length of the employee's probationary and permanent employment combined. (3-30-01)

**b.** The current or former employee must have separated from the class for which reinstatement is desired without prejudice. A former employee must also have separated from state classified service without prejudice. (4-5-85)

c. The current or former employee must meet the current minimum qualifications of the class to which reinstatement is desired. (4-5-85)

**02. Reinstatement Prohibited.** Reinstatement of a current or former employee is not permissible as long as there is a departmental layoff register (Rule 101.01) for the class with names of eligibles who are willing to accept reemployment. (4-5-85)

**03. Examination.** The administrator may require a current or former employee to pass an examination for the class to which reinstatement is desired. (4-5-85)

**04. Probationary Period.** An appointing authority may negotiate for a probationary period as a condition of reinstatement except as provided in Rule 125.05 or when hiring off a layoff register. (3-30-01)

**05. Return From Military Duty.** An employee returning from military leave without pay (Rule 250.05) who is relieved or discharged from military duty under conditions other than dishonorable shall be, upon application, reinstated in his or her former position, or one of comparable classification, without loss of credited state service, status, or pay as prescribed by Sections 46-216, 65-511 and 65-512, Idaho Code, or the Military Selective Service Act, Title 38, Chapter 43, U.S. Code. Application for reemployment must be made within ninety (90) calendar days after separation from military duty or from hospitalization continuing after discharge up to one (1) year. Salary treatment is covered by Rule 072.08. (3-30-01)

## **126. TRANSFERS.**

**01. Authority To Transfer.** An appointing authority may transfer an employee at any time from one position to another in the same class. (4-5-85)

**02. Transfer Within Pay Grade.** An appointing authority may transfer an employee from a class in which he or she holds permanent status to another class allocated to the same pay grade for which the employee meets the minimum qualifications. (4-5-85)

**03. Probationary Period.** An appointing authority may negotiate with an employee for a probationary period as a condition for a voluntary transfer. (Ref. Rule 150.02) (3-30-01)

**04. Limitation.** Transfers shall not be used to abridge an employee's rights in reduction in force prescribed by Rules 140 through 147. (7-1-87)

**05. Transfer Between Departments.** An employee shall be eligible for transfer between departments in the same class in which he or she holds permanent status or to another class in the same or lower pay grade for which the employee meets the minimum qualifications. Accrued vacation and sick leave shall be transferred in accordance with Rules 230.04 and 240.02. Salary treatment is covered by Rule 072.04. (7-1-87)

**06. Restriction.** Transfer of an employee between departments is not permissible as long as there is a departmental layoff register (Rule 101.01) for the class in the department to which transfer is desired with names of eligibles who are willing to accept reemployment. (4-5-85)

**07. Examination.** The administrator may require an employee transferring between classes to pass an examination for the class to which transfer is desired. (4-5-85)

## **127. RESIGNATION.**

**01. Notice.** A classified employee may resign at any time. A resignation is effective at the time designated by the employee, without need for written or advance notice, or acceptance of the resignation by the department. (6-11-89)

**02. Rescission And Reinstatement.** Once an employee has submitted a resignation, reinstatement is in the discretion of the department as provided in Rule 125. The department may but is not required to allow an



employee to rescind a resignation prior to its effective date. (6-11-89)

- 03. Resignation In Lieu Of Dismissal.** An employee may resign in lieu of being dismissed for cause. (7-1-93)

**128. -- 129. (RESERVED).**

**130. ACTING APPOINTMENT TO A POSITION.**

**01. Conditions For Acting Appointment.** At the discretion of an appointing authority, a classified employee with permanent status may be appointed to a position in a class of higher pay grade within his or her own department in an acting capacity whenever: (7-10-88)

- a.** The incumbent of the position in the higher class is on authorized leave of absence; or (7-10-88)
- b.** A vacancy exists and there is no departmental layoff register (Rule 101.01) with names of eligibles who are willing to accept reemployment, nor adequate departmental register for the class. (7-10-88)

**02. Minimum Qualifications.** To be eligible for an acting appointment, an employee must meet the minimum qualifications of the class. (4-5-85)

**03. Notification.** Appointing authorities shall notify the administrator of each acting appointment on the prescribed form no later than the effective date of the appointment unless an exception is specifically authorized by the administrator. (2-6-92)

**04. Effective Date.** The effective date of each active appointment may be retroactive to the beginning of the pay period during which approval is granted. (3-30-01)

**131. LIMITATION ON LENGTH OF APPOINTMENT.**

Such appointments shall be limited to the period of time necessary to fill the vacancy pursuant to procedures prescribed in these rules but in no case shall continue beyond one thousand forty (1,040) hours of credited state service unless specifically extended by the administrator. (4-5-85)

**132. SALARY.**

For any credited state service which an employee serves in a class in an acting capacity, he or she shall receive the salary for the class as though he or she had actually been promoted. (4-5-85)

**133. EXPIRATION OF APPOINTMENT.**

**01. Return Of Incumbent.** When the incumbent of the class returns from leave of absence, or the vacant position is filled, the acting appointment shall expire. The acting appointee shall be returned to the class, the pay grade and rate held immediately preceding the acting appointment. (7-1-94)

**02. Failure Of Incumbent To Return.** Should the employee on leave of absence separate from state service, the employee serving in the acting appointment may continue to serve in that capacity until the vacancy has been filled but in no case exceed the time limits prescribed in Rule 131. (4-5-85)

**03. Probationary Period Upon Promotion.** The time served in an acting appointment immediately preceding an employee's promotion from an eligibility register to the class shall be credited to the employee's probationary period. (Ref. Rule 154) (4-5-85)

**134. -- 139. (RESERVED).**

**140. REDUCTION IN FORCE.**

An appointing authority may lay off an employee whenever it is necessary because of shortage of funds or work, reorganization, or the abolishment of one (1) or more positions (ref. Rule 066). A material change in duties of one (1) or more positions resulting in an employee's reclassification to a classification allocated to a lower pay grade shall not

constitute a layoff (ref. Rule 067). A reduction in the number of hours worked for a selected position or positions shall constitute a layoff unless there is an equal reduction of hours worked for all positions within the department or within the organizational unit approved pursuant to Rule 140.02. Layoffs shall be accomplished in a systematic manner with equity for the rights of classified employees and shall not abrogate an employee's right of grievance or appeal if the layoff is in fact a dismissal. (4-5-85)

**01. Layoff By Position.** Reduction in force shall be by class of position regardless of class of incumbent. (4-5-85)

**a.** Reduction in force may be limited to or specifically exclude employees appointed under selective certification (Rule 113) for bona fide occupational qualifications or appointed under specific options or minimum qualification specialties in a class. Inclusions or exclusions must include or exclude all incumbents of the class appointed under similar selective certification, or the same option or minimum qualification specialty and must be approved in advance by the administrator. (7-1-93)

**b.** Reduction in force for employees in limited-service appointments shall be limited to the program or function for which the appointments were made. (4-5-85)

**c.** Reduction in force for employees in seasonal appointments will be governed by workload fluctuations and has no applicability under this rule. (Ref. Rule 122). (12-10-90)

**02. Layoff Unit.** Reduction in force shall be department-wide or by organizational unit determined by the appointing authority provided the organizational-unit designation for layoff purposes is made by the appointing authority and approved by the administrator before the effective date of the layoff. (4-5-85)

**03. Calculation Of Retention Points.** There shall be competition among all employees in the class in the department or organizational unit affected by the reduction in force based on a retention point system derived from performance evaluations (ref. Rule 210 as follows:

<b>Performance Level</b>	<b>Retention Points Earned Per Hour of Credited State Service</b>
Superior or equivalent	.100
Very Good or equivalent	.075
Satisfactory or equivalent	.050
Needs Improvement or equivalent	.000
Unsatisfactory	.000

(7-1-87)

**a.** All credited state service for which there is no performance evaluation shall receive five one hundredths (.05) points per hour. (4-5-85)

**b.** War veterans as defined in Chapter 5, Title 65, Idaho Code, shall receive a bonus of three hundred twelve (312) retention points which is equivalent to three (3) years of satisfactory service. (4-5-85)

**c.** No points shall be calculated for the last three (3) months prior to a reduction in force. (4-5-85)

**04. Audit Of Retention Points.** Each employee shall be entitled to an audit of retention points by an independent auditor designated by the administrator in cases of dispute between the appointing authority and the employee. The request for audit must be filed with the appointing authority within five (5) calendar days of the employee's receipt of layoff notification. The decision of the independent auditor shall be binding on both parties unless an appeal is filed within thirty-five (35) calendar days from the date of the auditor's notification to the affected parties. (7-1-87)

**141. CREDITED STATE SERVICE.**

Eligible credited state service for purposes of Rule 140 is defined as follows: (4-5-85)

**01. Service Prior To State Personnel System.** All credited state service prior to the establishment of classified service, Chapter 53, Title 67, Idaho Code. (Ref. Sections 67-5332 and 59-1604, Idaho Code, for definitions of credited state service) (4-5-85)

**02. Classified Service.** All classified credited state service since the establishment of classified service. (4-5-85)

**03. Nonclassified Service.** All credited state service in a position exempt from classified service if that position is subsequently transferred to classified service pursuant to Rule 040. (7-1-87)

**04. Leave Of Absence From Classified Service.** All credited state service, in a leave of absence from classified service, that a classified employee serves in a nonclassified position. Limitations are contained in Rules 250.02.a. and 125.01.a. (7-1-87)

**142. PROCEDURE AND NOTIFICATION.**

**01. Identification Of Classes.** The appointing authority shall identify the class(es) of position to be affected by layoff and the organizational unit if applicable under Rule 140.02. (4-5-85)

**02. Calculation Of Retention Points.** Retention points shall be calculated for all employees assigned to the class of position including those serving in underfill positions (Ref. Rule 010.60 or acting appointments (Ref. Rule 130). Employees on approved leave of absence without pay shall not be included (Ref. Rule 142.04). Retention points need not be calculated where layoff involves a single-incumbent class. (7-1-87)

**03. Order Of Reduction In Force.** The order of reduction in force shall be by type of appointment held by the employee in the affected class(es) as follows: first to be laid off are provisional appointees, next the entrance probationary appointees, and then the permanent appointees including those serving a voluntary probation. Employees shall be placed on the layoff list beginning with the employee with the highest number of retention points. Employee layoffs shall be made from the layoff list in inverse order. When two (2) or more employees have the same combined total of retention points, retention shall be determined in the following sequence: (Ref. Rule 150.02.c.) (3-30-01)

**a.** The employee with the highest overall average performance credit (total retention points divided by total credited state service). (4-5-85)

**b.** Random selection. (4-5-85)

**04. Employee Returning From Leave Of Absence.** An employee returning from a leave of absence without pay to a class for which a layoff register exists will be laid off in accordance with these rules if there are employees on the layoff register for the class with more retention points (Ref. Rule 142.02). (7-1-87)

**05. Notification Of Affected Employees.** Each employee affected shall be notified in writing of layoff and reasons therefor at least fifteen (15) calendar days prior to the effective date of the layoff. Notification shall include a copy of the departmental layoff procedure and a copy of the computation of retention points when required (Ref. Rule 142.02). (4-5-85)

**06. Notification To Administrator.** The appointing authority shall give written notice of layoff to the administrator at least fifteen (15) calendar days prior to its effective date and shall provide a list of persons affected by the layoff with their retention point calculations and shall indicate which employees will be laid off. (4-5-85)

**143. VOLUNTARY DEMOTION IN LIEU OF LAYOFF.**

An employee with permanent status, may, in lieu of layoff, elect voluntary demotion to a class, or if deleted, its

successor, in which the employee held permanent status in the department. Such demotion shall not be permitted, however, if the result would be to cause the layoff of an employee with permanent status with greater retention points. To exercise the right of voluntary demotion in lieu of layoff, the employee must notify the appointing authority in writing of such election no later than five (5) working days after receiving notice of layoff. (7-1-94)

**144. PLACEMENT ON LAYOFF REGISTER.**

An employee who elects a voluntary demotion in lieu of layoff or an employee laid off from state service under these rules shall be placed on a layoff register (Rule 101.01) in accordance with Rule 146 for one (1) year from the effective date of demotion or layoff, or until the employee or former employee declines three (3) separate offers of reemployment without good cause, whichever comes first. (Rule 104.05) (3-30-01)

**145. USE OF LAYOFF REGISTER.**

**01. Offer Of Reemployment.** An employee on a layoff register shall be offered reemployment to a position in the class from which laid off before any other person may be promoted, transferred, reinstated, or appointed, including acting appointment, to such class by the appointing authority enforcing the layoff. Appointing authorities in other departments are only required to offer an interview. (Ref. Rule 101.01) (3-30-01)

**02. Optional Return To Layoff Register.** When an employee is appointed from a layoff register, but finds the position unsatisfactory, they may resign, and request recertification to the layoff register for the remainder of their twelve (12) month eligibility period. (3-30-01)

**146. APPLICATION OF REEMPLOYMENT PREFERENCE.**

**01. Reemployment Rights.** Reemployment preference from layoff registers shall be determined by retention points in rank order from highest to lowest within each of the following categories of employees (salary treatment is covered by Rule 072.03): (4-5-85)

- a. Employees with permanent status in the class. (4-5-85)
- b. Promotional probationary employees who have permanent status in a class allocated to a lower pay grade. (4-5-85)
- c. Probationary employees without permanent status in any class. (4-5-85)

**02. Exception.** Employees who have neither probationary nor permanent status in a class affected by a layoff, and employees serving in limited-service appointments have no preference for reemployment, and their names shall not appear on a layoff register. (7-1-87)

**147. INTERVIEWS FOR PROSPECTIVE LAYOFFS.**

Employees identified as likely to be affected by a layoff shall be placed on a register for the class from which the layoff will occur. Departments attempting to fill such vacancies shall offer an interview to these individuals. (3-30-01)

**148. -- 149. (RESERVED).**

**150. PROBATIONARY PERIODS.**

**01. Probationary Period Required.** Except as provided in Rule 040, every appointment and promotion to a classified position shall be probationary, or in the absence of adequate registers, provisional. (7-1-87)

**02. Types Of Probationary Periods.** The probationary period serves as a working test period to provide the department an opportunity to evaluate a probationary employee's work performance and suitability for the position. There are three (3) types of probationary periods: (3-30-01)

- a. Entrance probation is the probationary service required of an employee at the time of his or her

original appointment or any subsequent appointment to state classified service excluding reinstatement and transfer, the duration of which shall be one thousand forty (1,040) hours of credited state service except for peace officers (defined in Section 19-5101, Idaho Code), who shall serve two thousand eighty (2,080) hours. (3-30-01)

**b.** Promotional probation is the probationary service required when an employee is promoted, the duration of which shall be one thousand forty (1,040) hours of credited state service except for peace officers (defined in Section 19-5101, Idaho Code), who shall serve two thousand eighty (2,080) hours. (3-30-01)

**c.** Voluntary probation is the probationary period negotiated between employees seeking transfer and/or reinstatement and the hiring authority. The probationary period is negotiable but shall not exceed one thousand forty (1,040) hours of credited state service except for peace officers (defined in Section 19-5101, Idaho Code), who may serve up to two thousand eighty (2,080) hours. Voluntary probation agreements must be approved by the administrator and kept on file with the Division for the duration of the probationary period. (3-30-01)

**03. Extension Of Probationary Period.** Upon petition by an appointing authority that demonstrates good cause, the administrator may extend the probationary period of an employee for an additional specified period not to exceed one thousand forty (1,040) hours of credited state service. (7-1-94)

**04. Interruption Of Probationary Period.** The probationary period in any class must be completed within a single department uninterrupted by resignation, termination (Ref. Rule 152.02) or dismissal (Ref. Rule 190). An employee who separated by means other than layoff during the probationary period must begin a new probationary period upon reappointment or promotion. The entrance probationary period is not interrupted by a voluntary demotion within a department. (7-1-93)

**151. SATISFACTORY SERVICE.**

When a probationary employee has satisfactorily served the probationary period, the appointing authority shall no later than thirty (30) calendar days after the expiration of the probationary period provide the employee and the Division of Human Resources a performance evaluation indicating satisfactory performance and shall certify the employee to permanent status. Such certification to permanent status shall be effective one thousand forty (1,040) hours of credited state service after appointment, except that it shall be effective two thousand eighty (2080) hours of credited state service after appointment for peace officer classifications unless either period has been extended pursuant to Rule 150.03. (Ref. Section 67-5309(j), Idaho Code, and Rule 210.04) (3-30-01)

**152. UNSATISFACTORY SERVICE.**

**01. Notification.** Should a probationary employee fail to serve satisfactorily, the appointing authority shall no later than thirty (30) calendar days after the expiration of the probationary period provide the employee and the Division of Human Resources a performance evaluation indicating unsatisfactory performance. (Ref. Section 67-5309(j), Idaho Code and Rule 210.04) (7-1-87)

**02. During Entrance And Voluntary Probation.** (3-30-01)

**a.** An employee who fails to serve satisfactorily during the entrance or voluntary probation shall first be given the opportunity in writing to resign without prejudice; an employee who fails to resign may be terminated without cause assigned and without the right to file for problem-solving or an appeal. (3-30-01)

**b.** Notice to the employee of termination for unsatisfactory service shall be made not later than fifteen (15) calendar days prior to the effective date of termination, unless there are extenuating circumstances. (7-1-87)

**03. During Promotional Probation.** If an employee on promotional probation fails to serve satisfactorily in the position to which he or she has been promoted, the employee shall be returned to a position in the class in which he or she holds permanent status or to a classification allocated to the same pay grade for which the employee meets minimum qualifications. If the employee refuses to accept the position, it shall be considered a voluntary resignation. As with all employees, a violation of Rule 190 may result in disciplinary action up to and including dismissal. (3-30-01)

**153. FAILURE TO PROVIDE PERFORMANCE EVALUATION.**

If the appointing authority fails to provide a performance evaluation as required in Rules 151 and 152, the employee shall be considered to have satisfactorily completed the probationary period and shall be certified to permanent status as provided by Rule 151, unless the probationary period has been extended by the administrator. (Ref. Rule 150.03) (7-1-87)

**154. PROVISIONAL AND ACTING APPOINTMENTS.**

Satisfactory service in provisional and acting appointments shall be credited toward the probationary period required by Rule 150.01 if the employee is subsequently appointed or promoted to the class in which he or she is serving the provisional or acting appointment. (Ref. Rules 120.05.d. and 133.03) (4-5-85)

**155. -- 159. (RESERVED).**

**160. STATUS AND TENURE.**

**01. Probationary Promotions.** Employees serving a promotional probationary period shall have continued permanent status in the class from which promoted until they are certified as having satisfactorily completed the promotional probationary period in the class to which promoted. (Ref. Rules 151, 152.03. and 153) (7-1-87)

**02. Tenure Of Employment.** All employment in the state classified service shall be without definite term except where the term may be specified by law, or under conditions of a limited-service appointment. (Ref. Rule 121) (4-5-85)

**161. -- 169. (RESERVED).**

**170. PROMOTIONS.**

**01. Use Of Promotional Registers.** (7-1-93)

**a.** Preference for Promotion. Whenever practical, a vacancy in a classified position shall be filled by the promotion of an employee in the department in which the vacancy occurs. (Ref. Section 67-5309(g), Idaho Code) (3-30-01)

**b.** Exception. An appointing authority may request that a position be filled from a statewide promotional register (Rule 101.03) or an open-competitive register (Rule 101.04) whenever he or she determines that such an appointment will best serve the interests of the department. (Ref. Rule 112) (4-5-85)

**c.** Layoff Registers. Promotions to a class are not permissible as long as there is a departmental layoff register (Rule 101.01) for the class with names of eligible candidates who are willing to accept reemployment. (3-30-01)

**02. Interdepartmental Promotions.** All interdepartmental promotions shall be made using statewide promotional registers (Rule 101.03) (7-1-87)

**03. Eligibility For Promotion.** Promotional candidates must have permanent status (ref. Rule 160) and must meet the minimum qualifications of the promotional class. (4-5-85)

**171. -- 179. (RESERVED).**

**180. DEMOTIONS.**

Demotions authorized under these rules apply to both probationary and permanent status employees who meet the minimum qualifications of the class to which demoted. (7-1-87)

**181. NONDISCIPLINARY DEMOTION REQUIRED.**

An appointing authority shall make a nondisciplinary demotion when: (4-5-85)

**01. Downward Reclassification.** The position occupied by an employee is reclassified to a class allocated to a lower pay grade in accordance with assigned responsibilities pursuant to Rule 067. (4-5-85)

**02. Voluntary Demotion In Lieu Of Layoff.** An employee with permanent status elects demotion in lieu of layoff as provided by Rule 143. (4-5-85)

**182. NONDISCIPLINARY DEMOTION OPTIONAL.**

An appointing authority may make a nondisciplinary demotion when: (4-5-85)

**01. Voluntary.** Requested by an employee and approved by the appointing authority. (4-5-85)

**02. Displaced In Layoff.** An employee is displaced by another employee entitled to the position pursuant to this Rule Section. (7-1-87)

**183. DISCIPLINARY DEMOTION.**

An appointing authority may make a disciplinary demotion for causes enumerated in Rule 190 which are not sufficiently severe to warrant dismissal. (7-1-87)

**184. NOTIFICATION.**

Except for Rule 182.01, an appointing authority shall give written notice of demotion concurrently to the employee and the administrator at least fifteen (15) calendar days prior to the effective date and shall set forth the specific reasons for the demotion. (4-5-85)

**185. -- 189. (RESERVED).**

**190. DISCIPLINARY ACTIONS.**

**01. Cause For Disciplinary Actions.** Disciplinary actions, including dismissal, suspension, demotion, or reduction in pay, may be taken against any employee in the state classified service for any of the following causes which occur during the employee's employment: (7-1-93)

**a.** Failure to perform the duties and carry out the obligations imposed by the state constitution, state statutes, or rules of the department or the Division of Human Resources and Personnel Commission. (7-1-87)

**b.** Inefficiency, incompetency, or negligence in performing duties. (4-5-85)

**c.** Physical or mental incapability for performing assigned duties, if a reasonable accommodation cannot be made for the disabling condition. (Ref. Rule 010.47) (3-30-01)

**d.** Refusal to accept a reasonable and proper assignment from an authorized supervisor. (4-5-85)

**e.** Insubordination or conduct unbecoming a state employee or conduct detrimental to good order and discipline in the department. (4-5-85)

**f.** Intoxication on duty. (4-5-85)

**g.** Careless, negligent, or improper use or unlawful conversion of state property, equipment, or funds. (4-5-85)

**h.** Use of any influence which violates the principles of the merit system in an attempt to secure a promotion or privileges for individual advantage. (4-5-85)

**i.** Conviction of official misconduct in office, or conviction of any felony, or conviction of any other crime involving moral turpitude. (4-5-85)

**j.** Acceptance of gifts in exchange for influence or favors given in an official capacity. (4-5-85)

- k.** Habitual pattern of failure to report for duty at the assigned time and place. (4-5-85)
- l.** Habitual improper use of sick leave. (4-5-85)
- m.** Unauthorized disclosure of confidential information from official records. (4-5-85)
- n.** Absence without leave. (4-5-85)
- o.** Misstatement or deception in application for employment. (4-5-85)
- p.** Failure to obtain or maintain a current license or certificate lawfully required as a condition in performance of duties. (4-5-85)
- q.** Prohibited participation in political activities. (Ref. Section 67-5311, Idaho Code) (4-5-85)

**02. Suspension For Investigation.** An appointing authority may suspend with pay an employee for investigation of disciplinary causes enumerated above. Each suspension for investigation shall be superseded by reinstatement to duty, dismissal or disciplinary suspension within thirty (30) calendar days of the suspension for investigation or within an extension of an additional thirty (30) calendar days approved by the administrator. Further extensions may be granted with the approval of the Administrator. (3-30-01)

**03. Disciplinary Suspension.** An appointing authority may suspend without pay an employee for discipline for causes enumerated above. Disciplinary suspension of an employee with permanent status shall be subject to appeal by the employee to the Personnel Commission. (4-5-85)

**04. Suspension On Felony Charges.** An appointing authority may suspend without pay an employee upon the issuance of a complaint, an information or indictment for felony charges. Such suspensions may remain in effect during the time such charges are pending. Full reinstatement of all benefits and salary that the employee would have otherwise been entitled shall be provided by the appointing authority to the employee upon a subsequent finding that charges or information were without grounds or the employee was not found guilty. For the purpose of this rule, a judgment withheld under Rule 33(d) of the Idaho Rules of Criminal Procedure is a conviction. (7-1-87)

**05. Notice To Administrator.** Whenever an appointing authority considers it necessary to take disciplinary action against an employee, he or she shall notify the employee and the administrator concurrently in writing; and shall set forth the specific rule(s) violated and the reasons for the action. Suspensions with pay for investigation (Ref. Rule 190.02) may be made without prior notice to the employee; in this case, the appointing authority shall notify the administrator as soon as practical. (7-1-87)

**191. -- 199. (RESERVED).**

**200. PROBLEM-SOLVING AND DUE PROCESS PROCEDURES.**

**01. Overview Of Procedures. (3-30-01)**

**a.** The due process procedure deals with the disciplinary matters set forth in Idaho Code Section 67-5315(2), dismissals, suspensions without pay, and demotions, and with all involuntary transfers. The due process procedure generally requires the employee receive notice and an opportunity to respond before a disciplinary decision or involuntary transfer is made by the department. Decisions regarding disciplinary dismissals, suspensions without pay, and demotions are appealable in accordance with Rule 201. (3-30-01)

**b.** The problem-solving procedure deals with all matters not specifically reserved for the due process procedure. Problem solving decisions are not appealable to the Personnel Commission. (3-30-01)

**02. Establishment Of Departmental Problem-Solving And Due Process Procedures.** Each participating department shall maintain written employee problem-solving and due process procedures, which have been approved by the administrator for conformity to law and this Section. (7-1-98)



**03. Eligibility And Time For Filing Under Problem-Solving Procedure.** Any classified employee with permanent, provisional or entrance probationary status may file under the problem-solving procedure as defined by Section 67-5315(1), Idaho Code. An employee shall file under the problem-solving procedure in writing not later than ten (10) working days after being notified or becoming aware of a nondisciplinary matter which may be handled through the problem-solving procedure; however, if the filing alleges an ongoing pattern of harassment or illegal discrimination, the department is strongly encouraged to waive any time limits. (Ref. Rule 200.05). The time limit for filing shall be extended due to the employee's illness or other approved leave, up to ten (10) days after return to the job. The department may accept a filing that is or appears to be filed late. Department policies may provide for waiver of time elements or any intermediate step of the problem-solving procedure upon mutual agreement of the employee and appointing authority. (3-30-01)

**04. Elements Of The Problem-Solving Procedure.** The procedure shall contain a statement from the department head encouraging employees to use the procedure for any nondisciplinary, job-related matters, and encouraging the employee, supervisors, and upper-level managers and administrators to resolve the matter at the lowest management level possible within the organization. The statement shall also provide a means whereby department representatives can obtain timely authority, if needed, to resolve the matter. The procedure shall require the employee to make a reasonable attempt to discuss the issue with the immediate supervisor before filing. After a written filing is received, the procedure shall provide for such additional levels of management as are appropriate in the department. The procedure shall also provide for the use of an impartial mediator upon agreement by the employee and department. Timelines shall not exceed five (5) working days between each step. The procedure shall also inform the employee that he or she is entitled to be represented by a person of the employee's own choosing at each step of the procedure, except the initial informal discussion with the immediate supervisor. Two (2) or more employees may join in a single filing under the problem-solving procedure. Retaliation for filing under the problem-solving procedure, for participating as a witness, or representative shall be expressly prohibited. This procedure shall not apply to unsatisfactory performance during entrance probation (Ref. Sections 67-5309(j), 67-5315(1), Idaho Code; Rules 150 through 154). (3-30-01)

**05. Filings Alleging Sexual Harassment Or Other Illegal Discrimination.** Each department's problem-solving procedure shall provide an optional alternative procedure for an employee to file allegations of sexual harassment or discrimination based on race, color, sex, national origin, religion, age, or disability. The procedure shall expressly prohibit sexual harassment and discrimination. Employees shall be informed of their right to file complaints with the Idaho Human Rights Commission. The alternative procedure shall designate a specific person or persons to receive and investigate such filings, and shall require that the investigation and resolution of them be conducted with maximum regard for confidentiality. (7-1-98)

**06. Elements Of Due Process Procedure.** A department must provide notice and an opportunity to respond before making a decision to impose any disciplinary sanction or involuntary transfer, as set forth in Section 67-5315(2), Idaho Code. With respect to notice, a department must provide notice of the contemplated action, the basis or reason for the contemplated action, and an explanation of the evidence supporting the contemplated action. The notice shall be provided to the employee and administrator concurrently. With respect to the opportunity to respond, the employee must be given the opportunity to respond to the notice and present reasons why the contemplated action should not be taken. The opportunity to respond shall not occur later than ten (10) working days after the employee has received notice, unless both the employee and department agree otherwise in writing. After the employee has responded, or after the period to respond has expired or has been waived in writing by the employee, whichever occurs first, the appointing authority, or designee, shall make and implement the department's decision not later than ten (10) working days thereafter, excluding days the appointing authority, or designee, is out of the office. The procedure shall inform the employee of his or her right to be represented by a person of the employee's own choosing during the opportunity to respond. The procedure shall also provide for the use of an impartial mediator upon agreement by the employee and department. The procedure does not apply to unsatisfactory performance during entrance and promotional probation (Ref. Sections 67-5309(j), 67-5315(2), Idaho Code; Rule 150 through Rule 154). The due process procedure is complete when the appointing authority, or designee, mails or delivers a decision to the affected employee. The decision shall also be sent to the administrator concurrently. (3-30-01)

**07. Notification.** A copy of the approved problem-solving and due process procedures shall be furnished and explained to each employee with permanent, provisional or entrance probationary status in the department concerned. (7-1-98)

**08. Assistance To Departments.** The administrator shall assist departments whenever requested in the development or revision of their departmental problem-solving and due process procedures. (7-1-98)

**201. APPEAL PROCEDURE.**

**01. Idaho Rules Of Administrative Procedure.** In addition to the following rules on appeals and petitions for review, the "Idaho Rules of Administrative Procedure of the Attorney General" on contested cases, IDAPA 04.11.01.000 et seq., apply with the following exceptions, which are inconsistent with the Commission's statute or practice: IDAPA 04.11.01.055, 151.05, 240, 250, 270.01, 280, 300, 302, 651, 720, 730, 740, 790, 791, 821.02, and 860. Petitions for rulemaking and declaratory rulings are addressed in Rules 270 and 271 of these rules. (3-30-01)

**02. Filing Of Appeal And Appearances.** Every appeal filed with the Commission shall be written. The appeal shall be filed at the office of the Commission, and shall state the decision that is being appealed and the action requested of the Commission. The administrator shall serve a copy of the appeal on the respondent and upon the legal counsel for the Commission. Notices of appearance and notices of substitution of counsel need not be filed by Deputy Attorneys General or members of law firms already representing a party in an appeal or petition for review. (7-1-87)

**03. Time For Appeal.** An appeal from a decision of an appointing authority shall be deemed to be timely filed if received or postmarked within thirty-five (35) calendar days after completion of the departmental due process procedure. Personal delivery or deposit in the United States mail, postage prepaid, of a written notification to the affected employee of the appointing authority's decision shall constitute completion of the departmental due process procedure. An appeal of a decision or action of the administrator or staff must be filed within thirty-five (35) calendar days of personal delivery of notice of the decision or action, deposit of the notice in the United States mail, postage prepaid, or deposit of the notice in Statehouse mail. (3-30-01)

**04. Setting Of Hearing.** Within thirty (30) days after receiving the appeal from the Commission, the hearing officer shall consult with the parties to set a mutually agreeable date for hearing. The hearing officer may thereafter postpone or continue the hearing for good cause. (7-1-87)

**05. Filing Of Documents.** Once an appeal is referred to the hearing officer, all documents relating thereto shall be filed directly with the hearing officer during the pendency of the appeal. Copies of all documents submitted shall be provided simultaneously to opposing counsel and unrepresented parties. (7-1-87)

**06. Burden Of Proof.** In disciplinary actions, the appointing authority has the burden of proving cause for the discipline by a preponderance of the evidence. In all other actions, the appellant has the burden of proof by a preponderance of the evidence. (7-1-87)

**07. Open Hearing.** Every hearing shall be public, unless the hearing officer closes the hearing for good cause. Individual parties may be represented by themselves or by an attorney. (7-1-87)

**08. Protective Orders.** The hearing officer may issue protective orders limiting access to information obtained in the course of a hearing. (7-1-93)

**09. Decision Of Hearing Officer.** The hearing officer shall issue a decision in the form of a preliminary order pursuant to Section 67-5245, Idaho Code. The preliminary order shall explain the right to file a petition for review under Section 67-5317, Idaho Code A motion for reconsideration under Section 67-5243, Idaho Code, is not permitted. (7-1-94)

**10. Procedure For Award Of Attorney Fees And Costs.** If the hearing officer finds in favor of the employee in whole or in part, the hearing officer shall make a finding as to whether or not the state agency acted without a reasonable basis in fact or law. If the employee is entitled to statutory attorney fees and costs, counsel for the employee shall file a memorandum of costs, including a supporting affidavit stating the basis and method of computation of the amount claimed. The memorandum shall be filed with the hearing officer not later than ten (10) working days after receipt of the hearing officer's decision. The state agency shall then have ten (10) working days to file objections. The hearing officer shall make written findings as to the basis and reasons for the award. A copy of the

memorandum of costs shall be served on the parties and filed with the Commission. (7-1-94)

**11. Factors Considered In Award Of Attorney Fees And Costs.** The following factors shall be considered in the determination of an award of attorney fees and costs: (12-10-90)

- a. The time and labor required; (12-10-90)
- b. The experience and ability of the attorney; (12-10-90)
- c. The prevailing charges for like work; (12-10-90)
- d. The amount involved and the results obtained; (12-10-90)
- e. Awards in similar cases; and (12-10-90)
- f. Any other factor that appears pertinent to the award. (12-10-90)

**202. PETITION FOR REVIEW PROCEDURE.**

**01. Filing Of Petition For Review.** A petition for review shall be deemed to be timely filed if received or postmarked within thirty-five (35) days of the hearing officer's decision. The petition shall be in writing and filed at the office of the Commission. The petition for review shall specifically cite the alleged errors of fact or law made by the hearing officer. (7-1-87)

**02. Stay Of Hearing Officer's Decision.** Upon the filing of the petition for review, the jurisdiction of the hearing officer in the matter is ended except for resolving post-hearing motions and awarding attorney fees and costs. The hearing officer's decision and any orders entered pursuant to Rules 201.09 and 201.10 shall be automatically stayed. (12-10-90)

**03. Nature Of Hearing.** The hearing of the Commission on a petition for review shall be limited to oral arguments regarding issues of law and fact as may be found in the record established before the hearing officer and any post-hearing orders. Written arguments or briefs and motions regarding the petition for review shall be allowed under such terms as the Commission may direct in its notice of hearing, which shall be issued at least twenty-eight (28) days prior to the date set for hearing. (12-10-90)

**04. Transcript.** If the petition for review involves questions of fact, the appellant shall provide a full transcript of the proceedings before the hearing officer for the Commission to review. The respondent shall pay for an additional copy of the transcript for respondent's own use. (7-1-87)

**05. Requests For Postponement And Other Motions.** (7-1-93)

a. Except in emergencies, a request for postponement shall be filed in writing by a party or representative not later than seven (7) days before the scheduled hearing. The administrator may determine whether good cause is shown for the postponement and grant or deny the request on behalf of the Commission. (7-1-87)

b. Motions to dismiss for lack of jurisdiction shall be decided by the Commission. Motion for reconsideration of Commission decisions pursuant to Section 67-5246, Idaho Code are not permitted. All other motions shall be referred by the administrator to one (1) Commissioner, whose decision on the motion may be communicated to the parties by letter or other informal means, by the administrator or counsel to the Commission. (7-1-94)

**06. Decision On Petition For Review.** The decision of the Commission shall include a statement of appeal rights under Section 67-5318, Idaho Code. The Commission shall file the original copy of its decision with the record of the proceedings and mail copies to the parties immediately. (7-1-93)

**07. Record Of The Proceedings.** A verbatim record of the proceedings at hearings before the Commission shall be maintained either by electrical devices or by stenographic means, as the Commission may

direct, but if any party to the action requests a stenographic record of the proceedings, the record shall be done stenographically. The requesting party shall pay the costs of reporting the proceedings. (7-1-87)

**08. Attorney Fees And Costs In A Petition For Review.** A request for attorney fees and costs, with accompanying memorandum and affidavit in support of the request described in Rule 201.10, shall be filed with the Commission not later than ten (10) working days after receipt of the Commission's decision. The state agency shall then have ten (10) working days to file objections to the award. The Commission shall make findings as to the entitlement to attorney fees and costs, and determine the award, if any, in its decision on the petition for review, taking into account the factors defined in Rule 201.11. (7-1-94)

**09. Protective Orders.** The Commission may issue protective orders limiting access to information in the record. (7-1-93)

### **203. REFERRALS FROM FEDERAL AGENCIES ON DISCRIMINATION COMPLAINTS.**

**01. Referral.** Upon the referral of a complaint based on alleged discrimination by a department or employee from the appropriate federal agency to the department, a departmental procedure established for this purpose and an appeal to the hearing officer of the Idaho Personnel Commission shall constitute the "applicable internal review procedure" referred to in the applicable federal regulations. Except as modified herein, the procedures, remedies, and process under Rule 200 remain intact. (3-30-01)

**02. Departmental Procedure.** The director of the department, immediately upon receipt of the complaint, shall notify the complainant of his or her right to use the procedure set forth herein to resolve the complaint. A panel or designated person shall take testimony or written evidence regarding the complaint as is necessary to fully discuss the circumstances surrounding the alleged act of discrimination. A written report in sufficient detail to allow subsequent reviewers to understand the allegations shall be compiled from the testimony and evidence adduced at the hearing. The person or panel may make such recommendations to the director of the department as it sees fit. The department director shall receive and consider the report and issue a decision based upon it. If the resolution is satisfactory to all parties, the federal agency will be notified the complaint has been resolved and forward a copy of the decision and acquiescence of the parties to it. (7-1-87)

**03. Petition To Hearing Officer.** (7-1-93)

**a.** If the decision of the director is unacceptable to the complainant, he or she may petition for review by the hearing officer of the Idaho Personnel Commission. The petition shall state the grounds for disagreement with the director's decision and be accompanied by a copy of the report and director's decision. (8-1-81)

**b.** Oral argument on behalf of the respective parties may be offered if it is requested. The decision of the hearing officer shall be the final administrative review under the "applicable internal review procedure". If the resolution is satisfactory to all parties, the appropriate federal agency shall be notified. If the resolution is unsatisfactory, the complaint shall be referred back to the originating federal agency for resolution. (6-30-78)

**04. Time.** In no event shall this process take more than sixty (60) days, except upon agreement between the parties and appropriate federal agency. (6-30-78)

**204. -- 209. (RESERVED).**

### **210. PERFORMANCE EVALUATIONS.**

**01. Performance Evaluations.** Each department shall adopt and maintain a system of employee performance evaluations provided it meets the basic objectives of the state's performance evaluation system as approved by the administrator. (3-30-01)

**02. Approval Of Form.** The Division of Human Resources' staff shall make available a standard form for this purpose, but an appointing authority may utilize another form provided it meets the basic objectives of this rule and is approved by the administrator. (4-5-85)

**03. Purpose.** The purpose of performance evaluation is to provide an objective evaluation by the immediate supervisor of an employee's performance in comparison with established work standards for the position; and to identify an employee's strengths and weaknesses and where improvement is necessary. All ratings shall be discussed with affected employee who shall be allowed opportunity to submit written comments regarding the rating. (4-5-85)

**04. Use Of Evaluations.** Performance evaluations should be used in connection with promotions, transfers, demotions, retentions, separations, and reassignments (Ref. Section 67-5309(h), Idaho Code); and used as the affirmative certification for merit increases and bonuses (Ref. Section 67-5309C(b), Idaho Code); and for certifying a probationary employee to permanent status (Ref. Rule 151). Other uses of performance evaluations are optional with the appointing authority. (3-30-01)

**05. Evaluation Schedule.** All classified employees shall be evaluated after one thousand forty (1,040) hours of credited state service from the date of initial appointment or promotion and after each two thousand eighty (2,080) hours of credited state service thereafter. (Ref. Section 67-5309C(b)(ii), Idaho Code.) Part time employees shall be evaluated on an annual basis. (3-30-01)

**06. Retention Of Evaluation.** A copy of the performance evaluation shall be retained in departmental records, and a copy shall be furnished the employee. A copy shall be provided to the administrator, with or without supporting documentation. (7-1-94)

**211. -- 219. (RESERVED).**

**220. RECORDS.**

**01. Employee Service Records.** (7-1-93)

**a.** For each employee in classified service, the Division of Human Resources' staff shall maintain a service record which shall include a copy of all personnel transactions pertinent to the employee's employment history. (4-5-85)

**b.** Service records or a facsimile thereof for classified employees shall be maintained permanently by the administrator. (3-30-01)

**c.** Any employee may at all reasonable times during business hours review his or her service record maintained in the Division of Human Resources or maintained in any department. Except for material used to screen and test for employment, all information maintained in an employee's service record shall be made available to the employee or designated representative upon request. File contents may be corrected if found in error according to the procedure contained in Section 9-342, Idaho Code. (3-30-01)

**02. Administrative Records.** The administrator shall permanently maintain a record or a microfilm facsimile of the proceedings of the Personnel Commission and a record of all hearings of appeals. (3-30-01)

**03. Employee Personnel Action Documents.** The appointing authority shall furnish each employee with notice of every personnel action affecting the employee's status, pay, tenure, or other terms and conditions of employment, including a copy of their performance evaluations. (3-30-01)

**04. Transfers And Promotions Between Departments.** When an employee seeks a transfer or promotion between departments or agencies, the appointing authority of the hiring department or agency, or designee, shall be entitled to examine the employee's service record and current agencies performance information before the hiring decision is made. (Ref. Section 67-5309(o), Idaho Code) (3-30-01)

**221. -- 229. (RESERVED).**

**230. VACATION LEAVE.**

**01. Eligibility.** All classified employees regardless of status or whether full-time or part-time shall earn

vacation leave and be eligible to take and be paid for unused vacation leave in accordance with Sections 67-5334, 67-5335, and 67-5337, Idaho Code. (7-1-87)

**02. Rate Of Accrual.** All credited state service (ref. Sections 67-5332 and 59-1604, Idaho Code, for definitions) shall be counted in determining leave accrual rate. (4-5-85)

**03. Mutual Agreement.** Vacation leave requested by the employee may be used only when approved by the department. The employee and the department shall mutually agree upon such time or times when vacation leave will least interfere with the efficient operation of the department taking into consideration the vacation preference of the employee. (7-1-87)

**04. Interdepartmental Transfer.** An employee who is transferred from one (1) state department to another department shall be credited with accrued vacation leave by the receiving department at the time of transfer. (3-30-01)

**231. -- 239. (RESERVED).**

**240. SICK LEAVE.**

**01. Eligibility.** Sick leave shall be earned in accordance with Section 67-5333, Idaho Code. Sick leave shall only be taken in pay periods subsequent to being earned. (3-30-01)

**02. Interdepartmental Transfer.** An employee who is transferred from one (1) state department to another shall be credited by the receiving department with the amount of sick leave accrued at the time of transfer. (3-30-01)

**03. Reasons For Use.** Sick leave shall only be used in cases of actual illness or disability or other medical and health reasons necessitating the employee's absence from work, or in situations where the employee's personal attendance is required or desired because of serious illness, disability, or death and funeral in the family. For purposes of this rule, family means a spouse, child, parent, brother, sister, grandparent, grandchild, or the same relation by marriage. (7-1-96)L

**04. Medical, Dental, Or Optical Appointments (MDA).** Employees are allowed up to two (2) hours for each occasional appointment without charge to sick leave for personal or family-member medical, dental or optical examination or treatment. Occasional appointments are those which are traditionally considered to be preventative, wellness related, or diagnostic. Ongoing treatment for physical or mental illness is not covered by MDA. Use of this benefit may be limited by the appointing authority on a case by case basis where misuse is suspected. If more than two (2) hours are needed for appointments additional time may be charged to sick leave. (3-30-01)

**05. Serious Medical Conditions.** Sick leave may be used in conjunction with Family and Medical Leave. (Ref. Rule 242) (3-30-01)

**06. Notification.** It is the responsibility of the employee to notify his or her supervisor as soon as possible in the event of sickness or injury which prevents the employee from reporting for duty. (4-5-85)

**241. WORKERS COMPENSATION AND DISABILITY.**

**01. Use Of Leave In A Workers Compensation Claim.** In the event of a disability incurred on the job covered by workers compensation, the employee shall be given the choice of either: 1) leave of absence without pay while receiving workers compensation; or 2) utilizing a portion of accrued sick leave to supplement workers compensation to maintain his or her regular salary. No appointing authority may require an employee to accept sick leave, vacation leave, or compensatory time off for overtime in lieu of workers compensation provided by law. Additionally, an employee may not waive his or her rights to workers compensation and cannot accept earned leave or other benefits in lieu thereof. (4-5-85)

**02. Layoff After Six Months' Disability.** If the employee becomes disabled, whether or not due to a workers compensation injury, and is unable to return to work after six (6) months' absence or when accrued sick leave

has been exhausted, whichever is longer, the employee's position shall be declared vacant. (Ref. Rule 101.01) The period of absence is not interrupted by the employee's full return to work for less than two (2) consecutive work weeks. Return to work as part of a rehabilitation program does not interrupt the calculation of the period of absence. (3-30-01)

**a.** The disabled employee's retention points need not be calculated unless there are other employees on the departmental layoff register in the same class. The employee shall be entitled to reemployment preference pursuant to Rules 145 and 146 and reinstatement privileges provided under Rule 125 when released by his or her physician to return to work. (12-10-90)

**b.** The disabled employee's name shall be certified to a layoff register when the administrator has been notified by the physician that the employee is able to return to work. Conditional releases will be considered in accordance with the Americans with Disabilities Act. (3-30-01)

**242. FAMILY AND MEDICAL LEAVE.**

**01. Applicability.** The provisions of the federal Family and Medical Leave Act shall apply without regard to the exclusion for worksites employing less than fifty (50) employees in a seventy-five (75) mile area, and without the limitation on reinstatement of the highest-paid employees. (Ref. 29 U.S.C. 2601 et seq.). (7-1-94)

**02. Return To Work Release.** An appointing authority may request a return to work release if, due to the nature of the health condition and the job: (3-30-01)

**a.** Light duty work or other accommodation is requested; or (7-1-94)

**b.** The agency, having a reasonable basis in fact to do so, requires assurance that returning to work would not create a significant risk of substantial harm to the employee or others. (7-1-94)

**243. MATERNITY AND PATERNITY LEAVE.**

**01. Use Of Sick Leave.** Disabilities caused or contributed to by pregnancy, child birth or related medical conditions are considered temporary disabilities and shall be treated as such for sick leave purposes. Maternity and paternity leave shall be granted under the same conditions and requirements as other compensable and non-compensable leave under these rules. (3-30-01)

**02. Determination Of Disability Period.** The employee's physician shall be considered the sole authority in determining the disability period insofar as compensable sick leave is concerned. (4-5-85)

**03. Additional Time Off.** Maternity and paternity leave preceding and following the time that the employee is disabled shall be leave without pay unless the employee elects to use accrued vacation leave, earned administrative leave or compensatory time off for overtime. (3-30-01)

**04. Discrimination Prohibited.** Pregnancy discrimination is prohibited. The employee may continue to work as long as she is physically capable of performing the duties of her position and may return to work as soon as she is physically able as determined by her physician. (3-30-01)

**05. Adoption and Foster Care.** Leave will be granted for adoption and foster care as set forth in the Family and Medical Leave Act. (Ref. Rule 242) (3-30-01)

**244. SEPARATION UPON FAILURE TO RETURN TO WORK.**

Except for those employees on authorized leave or placed on a layoff register as prescribed by Rule 241.02, an employee who has not returned to work after release by his or her physician shall be considered as having resigned. Such separation shall be treated as a voluntary resignation, and the employee shall remain eligible for reinstatement as provided under Rule 125. (3-30-01)

**245. -- 249. (RESERVED).**

**250. SPECIAL LEAVES.**

**01. Leave Of Absence Without Pay. (7-1-93)**

**a.** Approval. An employee may, at the discretion of the appointing authority, be granted leave without pay for a specified length of time when such leave would not have an adverse effect upon the department. The request for leave must be in writing and must establish reasonable justification for approval. (4-5-85)

**b.** Reemployment. The appointing authority approving the leave of absence assumes full responsibility for returning the employee to the same position or to another position in a classification allocated to the same pay grade for which the employee meets minimum qualifications. (7-1-87)

**c.** Exhaustion of Accrued Leave. Whether the employee is required to exhaust accrued vacation leave, earned administrative leave or compensatory time off for overtime before commencing leave is the appointing authority's option. (7-1-87)

**d.** Resignation. If vacation leave, earned administrative leave and compensatory time off for overtime are not exhausted and the employee resigns from state service while on leave, he or she shall be paid for such accruals in accordance with Sections 67-5337 and 67-5329(3), Idaho Code. (7-1-87)

**02. Leave Of Absence To Assume A Nonclassified Position. (7-1-93)**

**a.** Approval. A leave of absence without pay may be granted to a classified employee to assume a nonclassified position in state service. Such leave of absence shall not extend beyond the time the employee would be eligible for reinstatement to classified service. (Ref. Rule 125.01.a.) (7-1-87)

**b.** Credited State Service. An employee returning from a leave of absence granted to assume a nonclassified position shall be allowed classified credited state service for the leave in the class from which he or she was granted the leave of absence. Credit shall not exceed time limits established above. (4-5-85)

**03. Leave Defaults.** When an employee does not have accrued sick or vacation leave to cover an entire absence that is attributed to sick or vacation leave, respectively, the following leave types shall be used to the extent necessary to avoid leave without pay: accrued compensatory time; earned administrative leave; vacation. (7-1-87)

**04. Military Leave With Pay.** Employees who are members of the national guard or reservists in the armed forces of the United States who are directed by proper military authority to participate in ordered and authorized field training under the National Defense Act shall receive military leave with pay for a maximum fifteen (15) working days in any one (1) calendar year. Such leave is exclusive of vacation and sick leave and compensatory time off for overtime. (Ref. Section 46-216, Idaho Code). (4-5-85)

**05. Military Leave Without Pay.** An employee whose employment is reasonably expected to continue indefinitely, and who leaves his or her position either voluntarily or involuntarily in order to perform active military duty, has reemployment rights as defined in Rule 125.05. The employee shall either be separated from state service or placed in "inactive" status, at the option of the appointing authority. (3-30-01)

**06. Administrative Leave With Pay.** At the discretion of the appointing authority, an employee may be granted administrative leave with pay when such leave is in the best interest of the department. (4-5-85)

**07. Earned Administrative Leave. (7-1-93)**

**a.** Authority for Use. In any week that an employee would be compensated an amount greater than forty (40) hours times the employee's regular rate of pay, an appointing authority may allow the employee to accumulate earned administrative leave to the extent necessary to reduce the cash compensation to forty (40) hours. An appointing authority may allow a part-time employee to accumulate earned administrative leave for the hours worked between the regularly-scheduled hours and forty (40) hours. Earned administrative leave shall be calculated based on one hundred sixty (160) hours for police, correctional officers, and fire employees pursuant to Rule 073.02. (3-30-01)



**b.** Ineligible Employees. Employees who are ineligible for cash compensation and compensatory time for overtime work are ineligible for earned administrative leave. (Ref. Section 67-5329(l), Idaho Code). (12-10-90)

**c.** Payment and Credited State Service. Earned administrative leave (EAL) balances shall be paid upon transfer or separation. Hours of EAL shall accrue credited state service when worked. (3-30-01)

**08. Court And Jury Services And Problem-Solving And Due Process Leave. (7-1-98)**

**a.** Connected with Official State Duty. When an employee is subpoenaed or required to appear as a witness in any judicial or administrative proceeding in any capacity connected with official state duty, he or she shall not be considered absent from duty. The employee shall not be entitled to receive compensation from the court. Expenses (mileage, lodging, meals, and miscellaneous expenses) incurred by the employee shall be reimbursed by his or her respective department in accordance with state travel regulations. (12-10-90)

**b.** Private Proceedings. When an employee is required to appear as a witness or a party in any proceeding not connected with official state duty, the employee shall be permitted to attend. The employee may use accrued leave or leave without pay. (3-30-01)

**c.** Jury Service. When an employee is summoned by proper judicial authority to serve on a jury, he or she shall be granted a leave of absence with pay for the time which otherwise the employee would have worked. The employee shall be entitled to keep fees and mileage reimbursement paid by the court in addition to salary. Expenses in connection with this duty are not subject to reimbursement by the state. (7-1-87)

**d.** Problem-solving and due process procedures. Any employee who has been requested to serve as a mediator as provided by a departmental problem-solving or due process procedure or to appear as a witness or representative during such a proceeding shall be granted leave with pay, without charge to vacation leave or compensatory time off for overtime, to perform those duties. (7-1-98)

**e.** Notification. An employee summoned for court and jury service or requested to serve as a grievance panelist, witness, or representative shall notify his or her supervisor as soon as possible to obtain authorization for leave of absence. (7-1-87)

**09. Election Leave.** When requested by an employee, an appointing authority shall grant leave with pay, without charge to vacation leave or compensatory time off for overtime, for voting in primary, general, municipal, school, or special elections in those instances where the employee's work would interfere with his or her being able to vote. (4-5-85)

**10. Religious Leave.** Appointing authorities shall make reasonable accommodations to an employee's need for leave for religious observances. Such leave shall be charged to the employee's accrued vacation leave or compensatory time off for overtime. (4-5-85)

**11. Leave During Facility Closure Or Inaccessibility. (7-1-93)**

**a.** Authorization. When a state facility is closed or declared inaccessible because of severe weather, civil disturbances, loss of utilities or other disruptions, affected employees shall be authorized administrative leave with pay (Ref. Rule 250.06) to cover their scheduled hours of work during the closure or inaccessibility. (4-5-85)

**b.** Compensation for extra hours worked. An employee who works at a state facility during declared closure or inaccessibility shall be, in addition to regular salary, granted time off equal to the number of hours worked. If overtime is involved, it shall be compensated as provided by Section 67-5329, Idaho Code. (4-5-85)

**c.** Early release. When a severe storm occurs during the day, and the appointing authority or designated representative authorizes early release of employees, the resulting time off shall be charged to administrative leave with pay. (Ref. Rule 250.06) (4-5-85)

**12. Red Cross Disaster Services Leave.** Employees who have been certified by the American Red

Cross as disaster service volunteers shall be granted up to one hundred twenty (120) hours of paid leave in any twelve (12) month period to participate in relief services pursuant to Section 67-5338, Idaho Code. (3-30-01)

**13. Employee Assistance Program Leave.** Up to two (2) hours per visit shall be granted for utilization of the Employee Assistance Program (EAP) during normal working hours. This leave is limited to the number of free program visits provided in the state's Behavioral Health Program. EAP leave shall be coded as MDA. (Ref. Rule 240.04). (3-30-01)

**251. -- 259. (RESERVED).**

**260. OVERTIME.**

**01. Employing Agencies.** The state is considered as one (1) employer for determining the number of hours an employee works. If an employee works for more than one (1) department, the department(s) employing the employee when the overtime occurs shall be liable for compensatory time off or cash compensation as provided by law. (7-1-87)

**02. Compensation For Overtime.** Overtime accrual and compensation for classified employees is covered by Sections 67-5329 and 67-5330, Idaho Code, and Section 59-1607 for nonclassified employees. Overtime is defined in Section 67-5302(19), Idaho Code. (7-1-87)

**03. Modification Of Workweek Or Schedule.** No department shall alter a previously established work week for the purpose of avoiding overtime compensation. A department may modify the employee's regular schedule of work to avoid or minimize overtime. (7-1-87)

**261. -- 269. (RESERVED).**

**270. RULEMAKING.**

**01. Petitions For Rulemaking.** Persons interested in petitioning for rulemaking shall comply with IDAPA 04.11.01.820 through 822. (7-1-94)

**02. Appeal Right.** If a petition for rulemaking is denied, the written denial shall include a statement of the right to appeal under Section 67-5316, Idaho Code. (7-1-93)

**271. DECLARATORY RULINGS**

**01. Petition.** Persons interested in petitioning for a declaratory ruling shall comply with IDAPA 04.11.01.400 through 402. (7-1-94)

**02. Appeal Right.** The decision on the declaratory ruling shall include a statement of the right to appeal under Section 67-5316, Idaho Code. (7-1-93)

**272. -- 999. (RESERVED).**

# Subject Index

## A

Abolishment Of Positions, Human Resources, Personnel Commission 11  
Acting Appointment To A Position 25  
Adequate Registers, Five Candidates 22  
Administrative Leave With Pay 40  
Affirmation Of Factoring 12  
Allocation 5  
Alternative Examination Process For Persons With Disabilities 19  
Amendment Of Classification Schedule, Human Resources, Personnel Commission 11  
Announcement Of Examinations, Recruitment 16  
Appeal 5  
Appeal Of Examination Score, Review & Appeals 19  
Appeal Procedure, Problem Solving & Due Process Procedures 34  
Appellant 5  
Application By Military Personnel, Examination 16  
Application Of Reemployment Preference 28  
Applications, Examination 16  
Appointment, Limited 5  
Appointment, Nonclassified 5  
Appointment, Original Or Initial 5  
Appointment, Permanent 5  
Appointment, Probationary 5  
Appointment, Project Exempt 5  
Appointment, Provisional 5  
Appointment, Temporary 5  
Appointments, Reinstatements, Transfers, & Resignations 22  
Approval Of Form, Performance Evaluations 36  
Approval Of New, Revised & Deleted Classifications, Human Resources, Personnel Commission 11  
Assignment Of Hay Evaluation Points 15  
Assignment To Pay Grade, Hay Evaluation Points 15  
Assistance To Departments, Problem Solving & Due Process Procedures 34  
Attorney Fees & Costs In A Petition For Review 36  
Audit Of Retention Points, RIF 26  
Authorized Pay Rate, Compensation Plan 12

## B

Basic Merit Requirements Of The Personnel System 9

## C

Calculation Of Pay 13  
Calculation Of Pay For Police & Fire Employees 13  
Calculation Of Retention Points, RIF 26, 27  
Cause For Disciplinary Actions 31  
Certifiable Range 5  
Certification To Permanent Status 10  
Class Specification 6  
Classification Schedule 6  
Classification Schedule, Human Resources, Personnel Commission 11  
Classified Service 6  
Compensation For Overtime 42  
Compensation Of Employees 12  
Compensation Plan 6, 12  
Compensation Plan Reviews 12  
Compensation Schedule 6  
Conditions For Acting Appointment 25  
Conduct & Rating Of Examinations Including Veterans' Preference Points 18  
Conduct Of Salary Surveys 12  
Conflict Of Interest & Personal Conduct, Human Resources, Personnel Commission 9  
Consultant 6  
Consultants & Persons Employed Under Independent Contract 10  
Content Of Announcements, Recruitment Examination 16  
Content Of Examinations 17  
Conversion To Permanent Status 23  
Court & Jury Services & Problem-Solving & Due Process Leave 41  
Credited State Service 22  
Credited State Service, RIF 27

## D

Definitions, IDAPA 15.04.01, Rules Of The Division Of Human Resources & Personnel Commission 5  
Demotion 6  
Demotions 30  
Denial Of Applications, Examination 17  
Department Salary Administration Policies 14  
Departmental Class 6  
Departmental Promotional Registers 19

Designation Of Examiners, Rating Of Examinations 18  
Disabled Veterans' Preference 20  
Disciplinary Actions 31  
Disciplinary Demotion 31  
Disciplinary Suspension 32  
Disclosure Of Information For Hiring Purposes 17  
Discrimination Prohibited, Human Resources, Personnel Commission 9  
Discrimination Prohibited, Maternity & Paternity Leave 39  
Dismissal 6  
Distribution Of Announcements, Recruitment Examination 16  
Downward Reclassification 31  
Dual Employment, State Of Idaho 10  
Duration Of Eligibility Registers 20  
During Entrance & Voluntary Probation, Unsatisfactory Service 29

## E

Earned Administrative Leave 40  
Earned Administrative Leave (EAL) 6  
Election Leave 41  
Elements Of Due Process Procedure, Problem Solving 33  
Elements Of The Problem-Solving Procedure 33  
Eligibility & Time For Filing Under Problem-Solving Procedure 33  
Eligibility For Promotion 30  
Eligibility Registers 19  
Eligibility, Shift Differential 15  
Elimination Tests 18  
Employee 6  
Employee Assistance Program Leave 42  
Employee Personnel Action Documents 37  
Employee Returning From Leave Of Absence, RIF 27  
Employee Rights, Seasonal Appointment 23  
Employee Service Records 37  
Employing Agencies 42  
Employment History 6  
Entrance Salary, Compensation Plan 12  
Establishment Of Departmental Problem-Solving & Due Process Procedures 32  
Evaluation Schedule, Performance Examination 6  
Examination Of Disabled Veterans 17  
Examination Upon

Reclassification 18  
Examination, An Employee Who Has  
Not Completed A Probationary  
Period 10  
Examinations 17  
Expiration Of Appointment, Acting  
Capacity 25  
Extension Of Probationary Period 29

**F**

Factoring 6  
Factoring Benchmarks, Hay Evaluation  
Points 15  
Factoring Process, Hay Evaluation  
Points 15  
Factors Considered In Award Of  
Attorney Fees & Costs, Problem  
Solving & Due Process  
Procedures 35  
Failure To Provide Performance  
Evaluation 30  
Family & Medical Leave 39  
Filing Of Appeal & Appearances 34  
Filing Of Applications,  
Examination 16  
Filing Of Documents, Appeal  
Procedure 34  
Filings Alleging Sexual Harassment Or  
Other Illegal Discrimination 33

**G**

General Class 6  
Good Cause 7

**H**

Holiday Pay Calculation 14  
Hours Paid At Shift Rate 15  
Hours Worked 7

**I**

Idaho Rules Of Administrative  
Procedure 34  
Identification Of Classes, RIF 27  
Incumbent 7  
Independent Contractor 7  
Ineligible Employees, Shift  
Differential 15  
Interdepartmental Promotions 30  
Interdepartmental Transfer, Sick  
Leave 38  
Interested Person 7  
Interruption Of Probationary  
Period 29  
Intoxication 7  
Involuntary Transfer 7

**J**

Job Analysis & Confidentiality 18

**L**

Layoff After Six Months'  
Disability 38  
Layoff By Position, RIF 26  
Layoff Register 22  
Layoff Unit, RIF 26  
Leave During Facility Closure Or  
Inaccessibility 41  
Leave Of Absence To Assume A  
Nonclassified Position 40  
Leave Of Absence With Pay 7  
Leave Of Absence Without Pay 7  
Leave Of Absence Without Pay, Special  
Leaves 40  
Length Of Limited Service 23  
Limitation On Length Of Appointment,  
Acting 25  
Limited Service Agreement 23  
Limited Service Appointments 23  
Location Of Examinations,  
Recruitment 16

**M**

Maternity & Paternity Leave 39  
Medical, Dental Or Optical  
Appointments (MDA) 38  
Merit Increase 7  
Military Leave With Pay 40  
Military Leave Without Pay 40  
Minimum Qualification Specialty 7  
Modification Of Workweek Or  
Schedule 42  
Mutual Agreement, Vacation 38

**N**

Nepotism, Human Resources, Personnel  
Commission 10  
New Class 7  
Nonclassified Employees Subject To  
Classified Service Subsequent To  
April 5, 1985 10  
Nondisciplinary Demotion  
Optional 31  
Nondisciplinary Demotion  
Required 30  
Notice & Record Of Results Of  
Examination 18  
Notice To Administrator, Disciplinary  
Action 32  
Notification Of Affected Employees,  
RIF 27  
Notification To Administrator, RIF 27  
Notification, Demotion 31  
Notification, Problem Solving & Due  
Process Procedures 33  
Notification, Unsatisfactory  
Service 29  
Number Of Names On Register,

Eligibility Registers 21

**O**

Occasional Or Sporadic Work 7  
Offer Of Reemployment, Use of Layoff  
Register 28  
On-Call Time 7  
Open Competitive Registers 20  
Operation Of Compensation Plan,  
Human Resources, Personnel  
Commission 12  
Optional Return To Layoff Register, ,  
Use of Layoff Register 28  
Order Of Reduction In Force 27  
Overtime 42  
Overtime, Section 67-5302(19), Idaho  
Code 7  
Overview Of Procedures, Problem  
Solving 32

**P**

Pay Line Exception 8  
Performance Evaluations 36  
Petition For Review Procedure, Problem  
Solving & Due Process  
Procedures 35  
Placement On Layoff Register 28  
Placement On Register 20  
Position, Classified 8  
Posting Of Announcements Within  
Departments, Recruitment  
Examination 16  
Preference Points, Veterans' Preference,  
Idaho Resident 9  
Preparation Of Examinations 17  
Probationary Period 10  
Probationary Period Required,  
Adequate Eligibility Registers  
Exist 22  
Probationary Periods, Classified  
Position 28  
Probationary Promotions 30  
Problem-Solving & Due Process  
Procedures 32  
Procedure & Notification, RIF 27  
Procedure For Award Of Attorney Fees  
& Costs, Problem Solving & Due  
Process Procedures 34  
Prohibited Factors, Examination 17  
Prohibited Questions, Job  
Applications 9  
Project-Exempt Appointments 23  
Promotion 8  
Promotion Of Entrance Probationary  
Employee 17  
Promotional Probation, Unsatisfactory  
Service 29  
Promotions 30

Provisional & Acting  
  Appointments 30  
Provisional Appointment 22  
Purpose Of Examinations 16

**R**

Rate Of Accrual, Vacation 38  
Rating 8  
Reasonable Accommodation 8  
Reasons For Use, Sick Leave 38  
Reclassification Of A Position 8  
Reclassification Of An Employee 8  
Reclassification Of Positions, Human  
  Resources, Personnel  
  Commission 11  
Records, Service 37  
Recruitment 16  
Reduction In Force 25  
Reduction In Pay 8  
Reduction Of Salary 14  
Reemployment Rights 28  
Referrals From Federal Agencies On  
  Discrimination Complaints 36  
Refusal Of Referral Or Position,  
  Eligibility Registers 21  
Register 8  
Reinstatement 8  
Reinstatement Prohibited 24  
Reinstatements, Current, Former  
  Employee 23  
Relevant Labor Markets For  
  Classifications Above Five Hundred  
  Fifty Points 12  
Relevant Labor Markets For  
  Classifications From Two Hundred  
  Seventy One To Five Hundred Fifty  
  Points 12  
Relevant Labor Markets For  
  Classifications Up To Two Hundred  
  & Seventy Points 12  
Relief Shift Employee 8  
Religious Leave 41  
Removal For Declining Three Offers,  
  Eligibility Registers 21  
Removal For Improper Influence,  
  Eligibility Registers 21  
Removal Of Names, Eligibility  
  Registers 20  
Removal Of Names, Eligible  
  Candidate 21  
Requests For Postponement & Other  
  Motions, Petition For Review  
  Procedure, Problem Solving & Due  
  Process Procedures 35  
Rescission & Reinstatement,  
  Resignation 24  
Resignation, Classified Employee 24  
Resignation, Voluntary Quit 8

Respondent 8  
Restoration Of Names To Eligibility  
  Registers 21  
Retention Of Evaluation,  
  Performance 37  
Return From Military Duty,  
  Reinstatement, Former  
  Employee 24  
Review & Appeal, Examinations 19  
Review Of Compensation  
  Schedule 12  
Review Of Examination Content &  
  Scoring Material, Review &  
  Appeals 19  
Revision Of Class Specifications,  
  Eligibility Registers 21

**S**

Salaries For Temporary  
  Appointments 14  
Salary After Reappointment From  
  Layoff, Compensation Plan 13  
Salary Schedule 12  
Salary Upon Downward Reassignment,  
  Compensation Plan 13  
Salary Upon Reinstatement,  
  Compensation Plan 13  
Salary Upon Return From Military  
  Duty, Compensation Plan 13  
Salary Upon Transfer, Compensation  
  Plan 13  
Salary, Acting Capacity 25  
Satisfactory Service, Probationary  
  Periods 29  
Scoring Of Examinations 18  
Seasonal Appointment 23  
Separation Upon Failure To Return To  
  Work 39  
Separation, Seasonal Appointment 23  
Shift Differential 15  
Shift Pay Rate 15  
Sick Leave, Earned 38  
Special Leaves 40  
Standard Calculation Of Pay 13  
Statewide Promotional Registers 19  
Status & Tenure 30  
Subject-Matter Experts 18  
Suspension 8  
Suspension For Investigation 32  
Suspension On Felony Charges 32

**T**

Temporary Appointments 23  
Temporary Merit Increases 14  
Temporary Unavailability Not Reason  
  For Removal, Eligibility  
  Registers 21  
Tenure Of Employment 30

Termination 8  
Traded Time 8  
Transfer 9  
Transfer Between Departments 24  
Transfers, Current Employee 24  
Types Of Eligibility Registers 19  
Types Of Probationary Periods 28

**U**

Underfill 9  
Unsatisfactory Service, Probationary  
  Periods 29  
Use Of Evaluations, Performance 37  
Use Of Layoff Register 28  
Use Of Leave In A Workers  
  Compensation Claim 38  
Use Of Promotional Registers 30  
Use Of Sick Leave, Maternity &  
  Paternity Leave 39

**V**

Vacation Leave 37  
Veterans' Preference For Initial  
  Appointment Only 20  
Veterans' Preference,  
  Examinations 18  
Veterans' Preference, Placement On  
  Register 20  
Veterans' Preference, Idaho  
  Resident 9  
Voluntary Demotion In Lieu Of Layoff,  
  Employee With Permanent  
  Status 27  
Voluntary Demotion In Lieu Of Layoff,  
  Nondisciplinary 31

**W**

Workers Compensation &  
  Disability 38  
Workweek 9