

## INDEX

- Applicant, 1-1
  - Disqualification of, 4-2
- Appeals, R-1, R-7, 1-1, 10-1
  - Appellant, 1-1
  - Continuances, R-1, 10-1
  - Depositions, 10-2
  - Filing, R-7
  - Hearing, R-7, 10-1
  - Hearing Officer, R-7, 1-3, 10-1
  - Lay Representation, R-7
  - Private Hearings, R-7, 10-2
  - Subpoenas, R-7, 10-2
  - Withdrawal, 10-3
  - Witnesses, 10-2
  - Written Objections, 10-3
- Applications, 4-1
  - Minimum Qualifications, R-5, 4-1
  - Temporary Waiving of Educational Requirements, 4-2
- Appointing Authority, R-1, 1-1
- Assessment Process, R-5, 1-1, 4-3
  
- Base Pay Rate, 1-1
- Board of Supervisors, R-1, 1-1
  
- Candidate, 1-1
- Certification Lists, 1-1, 6-1
- Certification of Payrolls, 2-1
- Classified Service, R-2, 1-1
- Code of Ethics, 11-1
- Compensation Plan, 1-3
- Conflict of Interest, 11-1
  
- Credited Service, 1-2
  
- Department, R-1, 1-2
  
- Director, Human Resources, R-1, 1-2, 2-1
  
- Disciplinary Action, R-2, 1-2
  - Cause, R-6, 9-2
  - Demotion, R-6, 1-2, 8-1, 9-1, 9-3
  - Dismissal, R-6, 1-3, 9-1
  - Suspension, R-6, 1-4, 9-1
  
- District Administrative Manual, 1-2
- District Service, R-2, 1-2
- Discrimination in Employment, 2-3
- Drugs, R-6, 9-2
  
- Eligible, 1-3
- Employee Memberships in Organizations, 2-2
  
- Family Medical Leave Act (FMLA), 1-3
  
- Gratuities or favors, 11-1
  
- Initial Probation, R-2, 1-3, 7-1
  
- Job Announcement, 1-3, 4-1
  
- Leave Plan, 12-1
  - Administrative Leave, 12-9
  - Bereavement Leave, 12-8
  - Civic Duty Leave, 12-8
  - FMLA Leave, 12-4
    - Accrual rates, 12-4
    - Eligibility for use, 12-5
    - Verification of need, 12-6
  - FMLA Qualifying Event, 1-3
  - Holiday Pay, 12-7
  - Leave Without Pay, 12-10
  - Legal Holidays, 12-7
  - Military Leave, 12-9
  - Personal Leave, 12-1
    - Accrual rates, 12-1
    - Donation of, 12-3
    - Eligibility for use, 12-2
  
- Legal Holidays, 12-7
  
- Merit System Commission, R-1, R-3, 1-2, 3-1, 10-1
  - Agenda, 3-1
  - Commission Order, 10-3
  - Meetings, 3-1
  - Merit System Rules, R-4
  - Minutes, 3-1
  - Powers & Duties, R-3
  
- Outside Employment, 11-2
  
- Performance Appraisal, 2-2
- Personnel Action Forms, 2-3
- Political Activity, R-8
- Position, R-2, 1-3
- Preference Points, 4-4
- Probationary Employee, 1-3
- Probation Period, R-7, 7-1
- Promotion, R-2, 1-4
- Promotional Probation, 7-1
  
- Reassignment, 1-4, 8-1
- Reduction-In-Force (RIF), R-5, R-8, 1-4, 9-1
- Register, 1-4, 5-1
- Regular Status, R-2, 1-4
- Rehire, 1-4
- Reinstatement, 12-11
- Reprisals, 2-3
- Resignation, 9-3
- Resolution, R-1, 1-4
- Respondent, 1-4
- Retirement, 9-3
  
- Separations, 9-1
- Serious Health Condition, 1-4, 12-4
- Special Appointment, 12-11
  
- Transfer, 8, 1-4
  
- Unclassified Service, R-2