

# **COLORADO JUDICIAL SYSTEM PERSONNEL RULES**



**Questions and/or Comments  
State Court Administrator's Office  
Human Resources Division  
1300 Broadway, Suite 1200,  
Denver, Colorado 80203**

**Effective: July 1, 2016**

**ORDER ADOPTING PERSONNEL RULES**

**Pursuant to the authority vested by Article VI, Section 5(3) of the Colorado Constitution, and in fulfillment of the requirements of Section 13-3-105, 6A C.R.S., the Colorado Judicial System Personnel Rules effective July 1, 2003, as subsequently amended, are hereby repealed and replaced by the Colorado Judicial System Personnel Rules effective July 1, 2016.**

**The Personnel Rules as attached are approved by the Colorado Supreme Court.**

*Ray E. Rice*

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**Supreme Court Justice**

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**COLORADO JUDICIAL SYSTEM PERSONNEL RULES**

**PART 1 - GENERAL PROVISIONS**

**RULE 1 - CITATION**

**These rules shall be known and may be cited as the Colorado Judicial System Personnel Rules, or C. J. S. P. R.**

## **RULE 2 - AUTHORITY**

**These rules are promulgated by the Supreme Court pursuant to the authority vested by section 5(3) of article VI of the state constitution, and in fulfillment of the requirements of section 13-3-105, 6A C.R.S. The State Court Administrator, or designee, shall establish such procedures as may be necessary to implement these rules.**

### **RULE 3 - SCOPE**

**These rules shall apply to all employees of the Judicial Department whose positions are within the classification and compensation plan established by these rules pursuant to section 13-3-105, C.R.S. and section 5(3) of article VI of the Colorado constitution. Certain rights afforded by these rules are not applicable to all employees and the employee should check each rule for its applicability to that employee.**

**These rules shall not apply to persons who perform services for the Judicial Department as independent contractors or to employees of the Judicial Department whose relationship with the Judicial Department is governed by written contract of employment and Contract Guidelines. These rules shall not apply to employees of the Office of Attorney Regulation Counsel; Office of the Presiding Disciplinary Judge; Office of Judicial Performance; Board of Continuing Legal and Judicial Education; Board of Law Examiners; Office of Attorney Registration; Judicial Discipline Commission; Office of Alternate Defense Counsel; Office of the Child's Representative; Office of the Public Defender; Independent Ethics Commission; Office of Respondent Parents' Counsel; Office of the Child Protection Ombudsmen or any other office established under an authority other than that vested in the Supreme Court by Colo. Const. art. VI, sec. 5(3).**

## **RULE 4 - LOCAL POLICIES OR PROCEDURES**

**Local policies or procedures may not conflict with Colorado Judicial System Personnel Rules and must be implemented by Administrative Order issued by the Chief Judge in the district and signed off by the employees. Each district must implement a dress code policy that addresses professionalism and safety in the workplace and other work-related settings. It is encouraged that any proposed administrative order be forwarded to the Division of Human Resources for review prior to implementation.**



## **RULE 5 - REVIEW OF PERSONNEL RULES**

**5.A. – Review – These rules may be revised by the Supreme Court as may be needed to aid the administration of the Judicial Department.**

**5.B. – Personnel Rules Review – The personnel rules shall be reviewed annually and recommendations submitted to the Chief Justice in accordance with procedures established by the State Court Administrator, or designee, and approved by the Chief Justice.**

**5.C. – Membership – The personnel rules advisory committee shall be composed of eight members who shall be appointed by the Chief Justice: the Human Resources Director who shall serve as chairperson, a Judge or Justice, a District Administrator, a Chief Probation Officer, a Clerk of Court, a certified non-exempt trial court employee, a certified non-exempt probation department employee and the State Court Administrator, or designee.**

**5.D. – Terms of Members – Initial appointment of members shall be for staggered terms of up to three years. Successive appointments shall be for up to three years. The Chief Justice shall appoint members to fill any unexpired terms. Committee appointees may be reappointed.**

**RULE 6 - AUTHORITY AND RESPONSIBILITY FOR PERSONNEL  
ADMINISTRATION**

**6.A. – AUTHORITY**

**6.A.1. – The Chief Justice of the Supreme Court is the executive head of the Judicial Department and the Administrative Authority of the Chief Judges, the State Court Administrator, the Supreme Court Clerk, and the Supreme Court Librarian.**

**6.A.2. – The Chief Judge of the Court of Appeals shall be the Administrative Authority of the Court of Appeals.**

**6.A.3. – The State Court Administrator shall be the Administrative Authority of the Office of the State Court Administrator.**

**6.A.4. – The Chief Judge of each Judicial District shall be the Administrative Authority of all district and county courts within the judicial district, including the probation department within the district, except that the Chief Judge of the Second Judicial District shall have no authority over the Denver County Court; the presiding Judges of the Denver Probate and Juvenile Courts shall have the same authority of a Chief Judge for their respective courts, including the Denver Juvenile Probation Department.**

**6.A.5. – Each Administrative Authority shall be responsible to the Chief Justice and the Supreme Court for all personnel matters for all employees within the jurisdiction.**

**6.A.6. – The Administrative Authority may delegate responsibility for all personnel matters not otherwise prohibited by constitution, statute, Chief Justice Directive or these rules.**

**Such delegation need not be in writing so long as the Administrative Authority ratifies the action taken; such ratification is presumed unless the Administrative Authority takes specific action to countermand within a reasonable period of time.**

**6.A.7. – The Administrative Authority or designee, if any, shall be known in these rules as the Administrative Authority.**

**6.B. – Responsibilities – Administrative Authorities are responsible for:**

**6.B.1. – Implementing these rules and complying with the policies contained herein;**

**6.B.2. – Recruitment, selection and appointment of employees;**

**6.B.3. – Orientation and training of employees;**

**6.B.4. – Review and appraisal of each employee's performance in accordance with these rules;**

**6.B.5. – Corrective or disciplinary action, including termination, in accordance with these rules;**

**6.B.6. – Maintaining personnel records for all employees in the official personnel file consistent with those documents identified as mandatory by the State Court Administrator's Office.**

**6.B.6.a. –Records within the computerized personnel files shall be scanned and loaded into the files every 15 calendar days.**

**6.B.6.b. – For the purpose of transferring employee personnel files from one district to another, the district releasing the personnel file shall transfer the official electronic file to the district accepting the employee transfer. If a supervisory file exists, the supervisory file shall be preserved by the Administrative Authority in the district the employee is leaving for a period of five years from the date of transfer. The district accepting the transferred employee shall not receive the original supervisory file, unless a copy is requested. When an employee leaves the Judicial Department, if a supervisory file exists, the supervisory file shall be preserved by the Administrative Authority in the district the employee is leaving for a period of five years after separation.**

**6.B.6.c. – When hiring an employee from a Colorado State agency other than the Colorado Judicial Department, the district shall accept the transfer of the following documents: I-9, W-4, workers compensation documents related to open claims and all active FML paperwork, if any. The remainder of the personnel file shall be returned to the former state agency.**

**6.B.7. – Exercising the powers and fulfilling the responsibilities specified elsewhere in these rules and in other management directives.**

## **PART 2 - CLASSIFICATION**

### **RULE 7 - PERSONNEL CLASSIFICATION PLAN AND STAFFING PATTERN**

#### **7.A. – Personnel Classification Plan**

**7.A.1. – General – The Supreme Court hereby establishes, and the State Court Administrator, or designee, shall maintain, a personnel classification plan for all positions covered by the personnel rules, which shall establish the qualifications and duties for each position or class of positions, and which shall allocate each position to a class of positions having similar qualifications and duties.**

**7.A.2. – Class Descriptions – The State Court Administrator, or designee, shall prepare written descriptions for every class in the classification plan. The descriptions shall be based on sound, systematic occupational analysis and position evaluation, and shall contain elements sufficient to distinguish the various classes including at least the qualifications and general duties for each class of positions.**

**7.A.3. – Class Title – The titles assigned by the classification plan shall be the official titles for every class and position for personnel transactions and budget administration. Working or statutory titles may be used in the day-to-day business of the court.**

**7.A.4. – Modification of the Classification Plan – The State Court Administrator, or designee, may modify the classification plan, including but not limited to the addition or abolishment of classes, changes in class titles, and changes in class descriptions, at any time following reasonable notice of proposed modifications to all employees serving in positions that would be directly affected by any proposed modifications. The notice shall specify a time in which affected employees may file written comment prior to any decision to adopt the proposed changes. The State Court Administrator, or designee, shall provide reasonable notice to all affected employees of modifications to the classification plan. An employee who is adversely affected by modifications to the classification plan may initiate a reclassification appeal under the provisions of rule 9, except that an employee who is subject to layoff as a result of a decision under this rule shall have no right to appeal, review or grievance.**

**7.A.5. – Assignment of Duties – The inclusion of specific duties in a class description shall not be construed to limit the power of the Administrative Authority to assign other related duties to a specific position, including an at-will position. Whenever there is a permanent and substantial change in the duties assigned to a position, the Administrative Authority shall forward to the State Court Administrator, or designee, a completed position classification questionnaire together with an evaluation of the position resulting from the change.**

**7.B. – Staffing Pattern – The State Court Administrator, or designee, shall designate the staffing pattern for each location within the Judicial Department, which shall contain the number of full-time and part-time classified positions by position title and classification, the salary range of each position, the position number and official title, and such other information as the State Court Administrator, or designee, may determine. The State Court Administrator, or designee, may at any time revise the staffing pattern to accommodate changing requirements for administration of the Judicial Department, and may authorize vacation of positions or classes due to lack of work or lack of funds. All decisions regarding the staffing pattern shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.**

## **RULE 8 - RECLASSIFICATION OF POSITIONS**

**8.A. – Reclassification Authority – Whenever the State Court Administrator, or designee, determines on the basis of investigation and analysis of the duties and responsibilities of any existing position, whether filled or vacant, that the position is improperly classified the State Court Administrator, or designee, may reassign the position to a more appropriate classification. The State Court Administrator, or designee, may initiate a classification review at any time and may require any employee to complete and submit a position classification questionnaire to assist in the review. Upon approval of the State Court Administrator, or designee, an Administrative Authority may post a position in the Judicial Department job announcements as “promotional only within the judicial district.” Promotional only within the judicial district announcements shall only be used in instances where the Administrative Authority intends to allow more than one employee to compete for the opportunity to be reclassified.**

### **8.B. – Request for Classification Review**

**8.B.1. – Classification review of any position may be requested by the Administrative Authority or supervisor who supervises the position or by any certified or at-will employee who then fills the position;**

**8.B.2. – No such request may be made within 12 months after any classification decision under rule 8 concerning the same position, or after a decision by the reclassification review board concerning the same position;**

**8.B.3. – The request for review shall be in writing and shall be accompanied by a completed position classification questionnaire and shall be accompanied by comments by the supervisor charged with such responsibility, and by the Administrative Authority. The State Court Administrator, or designee, may request additional information, including comment by the immediate supervisor.**

**8.B.4. – Withdrawals of requests for reclassification may only be made within 30 calendar days from date of submitting the request to the State Court Administrator’s Office.**

**8.C. – State Court Administrator's Action on Requests – The State Court Administrator, or designee, shall submit a written decision to the party requesting classification review within 90 calendar days after receipt of the request. If the State Court Administrator, or designee, fails to provide a decision within that time, the requesting employee may petition the reclassification review board for appropriate action under [Rule 9](#).**

**8.D. – Effect of Reclassification Action – For an incumbent in a reclassified position the individual salary adjustment shall be treated as a transfer, promotion or demotion in accordance with [Rule 13](#). A trial service or probationary period is not required for the action of reclassification.**

**8.E. – Effective Date of Reclassification Action – The effective date of any position reclassification shall be the first working day of the pay period following the approval by the State Court Administrator, or designee, or the ruling by the reclassification review board, except that the effective date may be deferred pending availability of funds. In no event shall a reclassification be given retroactive effect.**

## **RULE 9 - CLASSIFICATION APPEALS**

### **9.A. – Reclassification Review Board**

**9.A.1. – There is established a Reclassification Review Board, which shall be comprised of five members appointed by the Chief Justice or by the State Court Administrator, or designee, if so delegated: a Trial or Appellate Court Judge who shall act as Chairperson, a District Administrator, a Clerk of Court, a Chief Probation Officer, and a designee of the State Court Administrator who is not an employee of the Colorado Judicial Department.**

**9.A.2. – In any appeal involving an employee from the court or office of one of the Board Members, the Member shall be disqualified, and the Chief Justice or the State Court Administrator, or designee, if so delegated, shall appoint a temporary replacement to hear the appeal.**

**9.A.3. – The terms of members of the Board shall be three-year terms, with no more than two terms expiring in any one year. Members may serve unlimited consecutive terms.**

**9.B. – Right of Appeal – Except as otherwise provided in these rules, an employee who is adversely affected by a modification of the personnel classification plan, or by a reclassification decision, and any employee whose request for classification review has not received a timely decision by the State Court Administrator, or designee, under [Rule 8.C.](#), may appeal to the Reclassification Review Board.**

**9.C. – Time Limit – The appeal must be filed within 30 calendar days after official notice is given by the State Court Administrator, or designee, of the modification or reclassification complained of, or within 30 calendar days after the State Court Administrator, or designee, fails to meet the decision deadline under Rule 8.C.**

**9.D. – Transfer of Jurisdiction – The filing of an appeal of the State Court Administrator's, or designee's, failure to make a timely decision under Rule 8.C. shall transfer jurisdiction for the reclassification review from the State Court Administrator, or designee, to the Reclassification Review Board.**

**9.E. – Content of the Appeal – The appeal must be made in writing setting forth the reasons why the employee believes the State Court Administrator's, or designee's, decision concerning modification of the classification plan or concerning reclassification to be in error, or the reasons why the requested reclassification would be appropriate, and shall include appropriate documentation in support of the employee's statement.**



## **9.F. – Appeal Procedure**

**9.F.1. – The employee shall file a written appeal to the Administrative Authority. Employees seeking review under Rule 8.C. shall file the appeal directly with the Reclassification Review Board.**

**9.F.2. – Within ten business days after receipt of the appeal, the Administrative Authority shall transmit the appeal to the State Court Administrator, or designee, along with the Administrative Authority's written evaluation and recommendations concerning the appeal.**

**9.F.3. – Within 30 calendar days after receipt of the appeal and accompanying documents, the State Court Administrator, or designee, shall submit the appeal and all accompanying documents to the Reclassification Review Board along with the State Court Administrator's, or designee's, evaluation and recommendations and a copy of all information and documentation which were relied on by the State Court Administrator, or designee, in making the decision under appeal. The State Court Administrator, or designee, shall deliver a copy of all such materials to the appealing employee.**

**9.F.4. – The Reclassification Review Board shall review the appeal in summary fashion on the basis of the written material filed by all parties as required by this rule, except that the Board in its discretion may require any party to provide additional written information and may grant oral argument by the State Court Administrator, or designee, and by the appealing employee upon the Board's own motion or upon timely request by either the State Court Administrator, or designee, or the appealing employee. If the Board permits oral argument, each side shall be allowed to argue its position, but not to present testimony, introduce evidence, or cross-examine. The Board shall have the power to question the parties during oral argument and to request additional information from the parties to assist in its decision.**

**9.F.5. – The Reclassification Review Board shall make its decision within 30 days of receipt of an appeal, unless oral argument is permitted by the Board, in which case the Board shall make its decision within 30 days after oral argument.**

**9.F.6. – The decision of the Reclassification Review Board shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.**

## **PART 3 - COMPENSATION**

### **RULE 10 - COMPENSATION PLAN**

**10.A. – Establishment** – The Supreme Court hereby establishes, and the State Court Administrator, or designee, shall maintain, a compensation plan in which each class of positions covered by the personnel rules shall be assigned to a salary range based upon relative responsibilities of work, comparability to prevailing rates, and other pertinent salary and economic data.

#### **10.B. – Adjustments**

**10.B.1. – Based on Salary Survey** – The State Court Administrator, or designee, shall annually recommend to the Supreme Court such adjustments to the compensation plan as may result from the annual wage survey conducted by the Colorado State Department of Personnel; upon approval by the Supreme Court such adjustments shall be effective on July 1 of each year, or as otherwise designated by the Supreme Court. The decision of the Supreme Court shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.

**10.B.2. – Based on Other Factors** – Subject to the availability of funds, the State Court Administrator, or designee, may at any time adjust the compensation plan if justified by changed circumstances, and such change may result in increase or decrease to existing salaries. The State Court Administrator, or designee, shall allow a period for comment by affected employees prior to making any such adjustments. The decision of the State Court Administrator, or designee, shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.

#### **10.C. – Realignment of Classes**

**10.C.1. –** The State Court Administrator, or designee, may reassign any class of positions from one salary range to another salary range based on a study of job relationships, if such realignment is necessitated by changed circumstances. The State Court Administrator, or designee, shall conduct a salary range realignment study on each classification a minimum of once every three years. The State Court Administrator, or designee, shall determine the schedule of salary range realignment studies.

**10.C.2. – Out of Cycle Salary Range Realignments** – When requested by the State Court Administrator, or designee, an Out of Cycle Salary Range Realignment study may be

conducted on a job class. If the salary range assigned to a class is changed as the result of an out of cycle salary range realignment study, the pay of all members of the class shall be modified by the percentage of change from the old range midpoint to the new range midpoint if the difference between midpoints is 5% or greater. Out of cycle salary range realignment increases will be effective on July 1st of the next fiscal year, with the exception of realignment increases necessitated by the significant increase in job duties of the class, in which case the increase will be effective the first of the following month, subject to availability of funds, and with the required prior approval of the State Court Administrator, or designee.

**10.C.3. – The decisions as to whether to undertake a review, as to the extent and manner of any such review, and as to the outcome of any such review shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules. The State Court Administrator, or designee, may conduct an Out-of-Cycle Salary Range Realignment in the following situations if funds are available:**

- Turnover rates in the affected class exceed 30% in a fiscal year.
- Demonstrated difference in mid-point upon initial review performed by the State Court Administrator’s Office.
- Significant change in job duties in the affected class.

**10.C.4. – The State Court Administrator, or designee, shall provide notification of the results of salary realignment studies to employees in the classification for which the study was completed. Employees may request additional information regarding methodology.**

**10.C.5. – The decisions as to whether to undertake a review, as to the extent and manner of any such review, and as to the outcome of any such review shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.**

**10.D. – Judicial Excellence Awards Program – The State Court Administrator, or designee, shall establish an employee awards program designed to recognize outstanding service.**

**10.D.1 – Annual Program – An official program description and nomination ballot shall be established and administered on an annual basis by the Human Resources Division.**

**10.D.2. – Awards – Judicial Excellence Awards may vary from year to year and will be determined based on a variety of factors including budget availability, economic climate, personnel rules and previously distributed awards. Awards may include but are not limited to: plaques, certificates, gift certificates, administrative leave, awards ceremonies, recognition in publications and any other recognition deemed appropriate by the Awards Committee.**

## **RULE 11 - HIRING RATES**

**11.A. – New Employees** – A person appointed for the first time to a position subject to the Colorado Judicial System Personnel Rules shall be compensated at the minimum of the salary range assigned to the class to which appointment is made, except that when justified by unusual conditions or unusual qualifications, and subject to availability of local funds, the Administrative Authority may approve initial compensation at up to 20% above the range minimum and the State Court Administrator, or designee, may approve compensation from 20.01% up to the range maximum based on unusual conditions or unusual qualifications, but in no event may such higher pay be retroactive from the date of approval.

“Unusual Conditions” are defined as where there is a documented shortage in the market and recruitment or other retention difficulty.

“Unusual Qualifications” are defined as substantial prior job experience at an equivalent or higher level of responsibility when compared to the responsibilities of the new position.

**11.B. – Former Employees** – A person formerly employed in a position subject to the Colorado Judicial System Personnel Rules, including a person being reinstated within 90 days from the date of separation, shall be treated as a new employee for purposes of establishing initial rate of pay. Those employees returning to work to the same classification within a two year period who were affected by [Rule 31.C.](#), voluntary layoffs, and those employees affected by [Rule 31.F.](#), secondary layoffs, may be compensated at the same rate of pay as at the time of separation. Under all circumstances, the compensation upon reemployment must fall within the compensation range of the classification to which the employee is returning.

**11.C. – Position Brought into the Classified System** – When an occupied non-classified job is brought into the classified system, the salary of the incumbent employee shall be established in the salary range for the assigned class at their present salary, except that if the present salary exceeds the range maximum for the class, the range maximum shall be assigned.

## **RULE 12 - SALARY COMPUTATION**

Every employee in the classified system shall be compensated at the appropriate rate established by the compensation plan. The State Court Administrator, or designee, shall provide policies and procedures for the computation of such compensation including compensation upon separation from service, and shall make such policies and procedures available for inspection by any employee.

## **RULE 13 - INDIVIDUAL SALARY ADJUSTMENT**

### **13.A. – Pay Advancement**

**13.A.1. – Following satisfactory performance - If an employee’s overall job performance rating is acceptable, the employee’s salary may be advanced in accordance with the annual compensation plan, within the assigned salary range. Evidence shall be the annual performance appraisal and recommendation of the Performance Management Team.**

**13.A.1.a. – The salary increase shall be effective according to the annual compensation plan.**

**13.A.2. – Following unsatisfactory performance – If an employee’s overall job performance is unacceptable, as substantiated by written evidence, the employee shall not receive a compensation increase until satisfactory performance is achieved as described in Rule 28 regarding performance probation.**

**13.A.3. – Broadbanded Compensation Advancement – Employees in classifications specifically identified in the annual compensation plan by the State Court Administrator, or designee, may be eligible for in-band compensation advancement when requested by the Administrative Authority and approved by the State Court Administrator, or designee. The employee shall receive an increase of 5% contingent upon the availability of funds as determined by the State Court Administrator, or designee.**

**13.A.4. – Extra Pay – Employees may receive individual salary adjustments as provided by the “Extra Pay Guidelines” and with the required approval of the State Court Administrator, or designee, only when the district budget can accommodate the adjustment**

### **13.B. – Change of Position**

**13.B.1. – Transfer – When an employee is transferred, the salary shall not change except that when an employee’s current salary is less than the range minimum of the position to which the employee is transferring, the employee’s compensation shall be the minimum of the new range - and the employee’s official Personnel File shall be handled in accordance with the [C.J.S.P.R. 6.B.6.b.](#) If unusual conditions exist and at the request from an employee a voluntary pay reduction shall be requested to the Human Resources Director. The amount shall be reviewed by the Human Resources Director and shall be determined based upon similar pay equity to others found in the same class in the same district.**

**13.B.2. – Promotion – A promotion is defined as a move between classifications where there is at least a 5% increase from the midpoint of the new class as compared to the current class.**

**13.B.2.a. –** When an employee is promoted, as defined by these rules, the employee shall receive a minimum promotional increase of 8%, or the new range minimum (whichever is greater), but shall not exceed the range maximum. When justified by unusual conditions or unusual qualifications, and subject to availability of local funds, the Administrative Authority may approve a promotional increase from 8 to 12 percent above the employee’s current salary or up to 20% above the minimum, not to exceed range maximum of the new range. The Director of Human Resources may approve a promotional increase which exceeds 20% above the minimum but not to exceed range maximum of the new range where it is substantiated that unusual conditions or qualifications exist.

“Unusual Conditions” are defined as where there is a documented shortage in the market and recruitment or other retention difficulty.

“Unusual Qualifications” are defined as substantial prior job experience at an equivalent or higher level of responsibility when compared to the responsibilities of the new position.

**13.B.3. – Demotion** – A demotion is defined as a move between classifications where there is at least a 5% decrease from the midpoint of the current class as compared to the new class. When an employee is demoted, the employee's pay shall under no circumstances result in an increase and will be adjusted as follows:

**13.B.3.a. – Non-Disciplinary Demotion** – If an employee is demoted involuntarily for non-disciplinary reasons in lieu of layoff, the employee shall be assigned to the new salary range at their present salary, except that if the present salary exceeds the range maximum for the salary range, the range maximum shall be assigned.

**13.B.3.b. – Voluntary Demotion** – When an employee voluntarily demotes to a lower classification, the salary of the employee in the new position shall be negotiated and in no circumstance may the salary increase. The new rate of compensation shall be within the range of the new salary range.

**13.B.3.c. – Position Downgrade** – A position downgrade is defined as a move between classifications where there is at least a 5% decrease from the midpoint of the current class as compared to the new class.

**13.B.3.c.i. – Involuntary Position Downgrade** – If an employee's position is downgraded involuntarily due to pay grade adjustment or reclassification of the position, the employee shall be assigned to the new salary range at their present salary. If the present salary

exceeds the salary range maximum for the new classification, the employee's salary will be frozen.

**13.B.3.c.ii. – If the employee's salary after the position downgrade is within the range of the lower salary range, the employee shall be eligible for wage survey increases and performance increases in accordance with these rules.**

**13.B.3.c.iii. – If an employee's salary has been frozen under section i. above, the employee shall not be eligible for wage survey increases until adjustments of the compensation plan cause the frozen salary to fall within the salary range for the new classification or until three years from the date of position downgrade. The employee may, however, be eligible for pay for performance consistent with the annual compensation plan. If the employee's salary does not fall within the new salary range after this three-year period, the employee will be assigned to the salary range maximum for the classification, effective the first of the month following the expiration of the three year period.**

**13.B.3.iv. – Voluntary Position Downgrade and Demotion in Lieu of Layoff – If an employee's position is downgraded voluntarily or for reasons of demotion in lieu of layoff, the employee shall be assigned to the new salary range at their same present salary, except if the present salary exceeds the salary range maximum for the new classification the salary range maximum shall be assigned. The salary change shall be effective the first of the month following the position downgrade.**

**13.B.3.d. – Disciplinary Demotion – When an employee is demoted as a result of disciplinary action under Rule 29, the employee's salary may be adjusted at the discretion of the Administrative Authority to any salary in the employee's assigned salary range which is lower than the salary at which the employee was paid prior to the disciplinary action. Under no circumstances may a disciplinary demotion result in a salary increase.**

**13.C. – Salary Adjustment from Salary Studies – When the salary range assigned to a class is changed because of alignment studies or wage surveys, the pay of all members of the class shall be changed by the percentage of change from the old range midpoint to the new range midpoint if the difference between midpoints is 5% or greater. If the employee's present salary exceeds the new salary range maximum, the employee's salary will be frozen and the employee shall not be eligible for wage survey increases until adjustments of the compensation plan cause the frozen salary to fall within the salary range for the new salary range or until three years from the date of the salary range change. The employee may, however, be eligible for pay for performance consistent with the annual compensation plan. If the employee's salary does not fall within the new pay salary range after this three-year period, the employee will be assigned to the salary range maximum for the classification,**



effective the first of the month following the expiration of the three-year period. Out-of-cycle salary range realignment increases will be effective on July 1st of the next fiscal year with the exception of realignment increases necessitated by the significant increase in job duties of the class, in which case, the increase will be effective the first day of the following month, subject to availability of funds, and with the prior approval of the State Court Administrator, or designee.

**13.D. – Simultaneous Personnel Actions – The State Court Administrator, or designee, shall establish procedures for individual salary adjustment when two or more actions affecting pay occur on the same effective date.**

## **PART 4 - APPOINTMENT OF EMPLOYEES**

### **RULE 14 - QUALIFICATION FOR APPOINTMENT**

**14.A. – Application to All Classified Employees – All persons hired into positions within the classified system, including both at-will and non-at-will employees, shall meet the qualifications established by the classification plan or as otherwise established in accordance with these rules.**

**14.B. – Determination of Qualification – The determination as to whether a person meets the qualifications established by the classification plan for appointment to any position shall be made by the Administrative Authority, after review of the person's academic credentials, work experience, examination results, if any, and other pertinent information.**

**14.C. – Exceptions – The State Court Administrator, or designee, may waive qualifications established by the classification plan and may approve the substitution of alternative qualifications, and no such waiver or substitution shall be valid unless approved by the State Court Administrator, or designee. The decision of the State Court Administrator, or designee, shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.**

## **RULE 15 - APPOINTMENT OF EMPLOYEES**

### **15.A. – Employees of the Supreme Court**

**15.A.1. – The Clerk of the Supreme Court, the Supreme Court Librarian and the Supreme Court Staff Attorney shall be appointed by the Supreme Court.**

**15.A.2. – Other employees of the office of the Supreme Court Clerk shall be appointed by the Supreme Court Clerk.**

**15.A.3. – Other employees of the Supreme Court library shall be appointed by the Supreme Court Librarian with the approval of the Clerk of the Supreme Court.**

### **15.B. – Employees of the Court of Appeals**

**15.B.1. – The Clerk of the Court of Appeals, the Chief Staff Attorney and the Editor of Opinions shall be appointed by a majority of the Judges of the Court of Appeals, or if no majority can be obtained, by the Chief Judge.**

**15.B.2. – Other employees of the office of the Clerk of the Court of Appeals shall be appointed by the Clerk of the Court of Appeals with approval of the Chief Judge.**

**15.B.3. – Other employees of the Editor of Opinions shall be appointed by the Editor of Opinions with approval of the Chief Judge.**

**15.B.4. – Other employees of the office of Staff Attorney of the Court of Appeals shall be appointed by the Chief Staff Attorney with approval of the Chief Judge.**

**15.C. – Employees of the Office of State Court Administrator – The employees of the office of the State Court Administrator shall be appointed by the State Court Administrator, or designee.**

### **15.D. – Employees of the Trial Courts**

**15.D.1. – District Administrators shall be appointed by a majority of the Judges of the district with the approval of the Chief Judge. Clerks of the District Court, including clerks of special courts, shall be appointed by a majority of the Judges of the District or special court, with the approval of the Chief Judge.**

**15.D.2. – Clerks of the County Court shall be appointed by a majority of the Judges of the County Court, with approval of the Chief Judge.**

**15.D.3. – Clerks of Combined District and County Courts shall be appointed by a majority of the District and County Judges within the Combined Courts, with approval of the Chief Judge.**

**15.D.4. – If no majority can be obtained for an appointment authorized in sections D.1.,2., and 3. of this rule, the appointment shall be made by the Chief Judge.**

**15.D.5. – Pursuant to chapter 35 of the Colorado Rules of Civil Procedure, Magistrates shall be appointed by the Chief or Presiding Judge; Water Referees shall be appointed by the Water Judge from a list of not less than three qualified persons to be submitted to the Water Judge by the Executive Director of the Department of Natural Resources.**

**15.D.6. – Employees of the Clerk's Office shall be appointed by the Clerk of Court, and/or designee, with the approval of the District Administrator and/or the Chief Judge. Other trial court employees shall be appointed by the District Administrator, with approval of the Chief Judge.**

**15.D.7. – Pursuant to section 13-71-106, 6A C.R.S. as amended, Jury Commissioners for each county shall be appointed by the Chief Judge of the judicial district in which the county is located.**

**15.E. – At-will Employees – Each at-will employee of a Justice or Judge shall be appointed by the Justice or Judge.**

**15.F. – Probation Departments**

**15.F.1. – Chief Probation Officers shall be appointed by a majority of the Judges of the district, with approval by the Chief Judge. If no majority can be obtained, the appointment shall be made by the Chief Judge.**

**15.F.2. – Other employees of the probation department shall be appointed by the Chief Probation Officer, with the approval of the Chief Judge.**

## **RULE 16 - SELECTION SYSTEM**

### **16.A. – Application Process**

**16.A.1. – Determination** – The State Court Administrator, or designee, shall determine which classes of positions in the Judicial Department require the acceptance of applications to establish eligibility for appointment or promotion, and shall establish rules for the application process.

### **16.A.2. – Announcement**

**16.A.2.a. –** The State Court Administrator, or designee, shall announce all scheduled application processes, and shall include sufficient information to identify the job classification for the application process commencement, the qualifications for eligibility for the application process, and any pertinent or required time limits.

**16.A.2.b. –** The State Court Administrator, or designee, shall advertise application processes by posting in such places approved by the State Court Administrator, or designee.

**16.A.2.c. –** When any substantial change is made in a job announcement of an application process, the State Court Administrator, or designee, shall notify current applicants of the change. The announcement shall be modified accordingly.

### **16.A.3. – Eligibility**

**16.A.3.a. –** The State Court Administrator, or designee, shall determine the educational and experience qualifications for eligibility for the application process, and a person shall be eligible to submit an application for that job classification if the person meets those educational and experience qualifications.

**16.A.3.b. –** The State Court Administrator, or designee, may waive the established qualifications and may approve substitution of alternative qualifications. The determination as to whether the qualifications have been met or whether alternative standards may be accepted shall be made by the State Court Administrator, or designee, upon recommendation by the Administrative Authority.

**16.A.3.c. –** The State Court Administrator's, or designee's, decision as to such qualifications, waiver and substitution shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.

**16.A.3.d. – Veteran’s Preference – In the recruitment application screening process, a military veteran’s preference will be awarded to applicants who are separated under honorable conditions and who, other than for training purposes, served in any branch of the armed forces of the United States during any period of any declared war, any undeclared war, other armed hostilities against an armed foreign enemy, served on active duty in any such branch in any campaign or expedition for which a campaign badge is authorized. Veterans shall receive preference in the application screening . If a numeric scoring is used, a minimum 5 points increase shall be added to the total numeric score. If no numeric score is used, a similar preference shall be given. To confirm the validity of veteran status and receive preferential treatment, applicants must provide DD214 documentation at the time the initial application is submitted. Veteran’s preference shall be provided to the following applicants:**

**16.A.3.d.i – Applicants who, because of disability incurred in the line of duty, are receiving monetary compensation or disability retired benefits by reason of public laws administered by the Department of Defense or the Veterans Administration, or any successor thereto; or**

**16.A.3.d.ii – Applicants who are the current or surviving spouse of any person who was or would have been entitled to additional points under section 16.A.3.d. or 16.A.3.d.i. but who is now disabled and unable to work or who died as a result of such service or as a result of service-connected cause while on active duty in any such branch, other than for training purposes. An applicant who is the spouse of a disabled veteran must provide a letter from the Department of Veterans Affairs certifying that the veteran spouse is disabled and unable to work as a result of his or her military service. In addition, the applicant must provide proof that he or she is the legally recognized spouse of the veteran.**

**16.A.4. – Applications**

**16.A.4.a. – All applications shall be submitted on forms approved by the State Court Administrator, or designee, and the State Court Administrator, or designee, may reject any application submitted on any other form.**

**16.A.4.b. – An applicant's signature on the application, or electronic signature if the application is submitted electronically, shall constitute certification that to the best of the applicant's knowledge, all information entered on the application is true.**

**16.A.4.c. – An application must be complete and must be submitted within the time specified in the announcement, except that in the discretion of the State Court Administrator, or designee, a late or incomplete application may be accepted upon a finding of reasonable justification.**

**16.A.5. – Comparative Analysis Process**

**16.A.5.a. – The State Court Administrator, or designee, shall establish a comparative analysis process based on objective criteria in which to evaluate candidates based on the job elements of the class for which the analysis is conducted.**

**16.A.5.b. – In determining the content of the comparative analysis, the State Court Administrator, or designee, may consult with Judges and appropriate court personnel and may establish advisory committees to assist in the determination of the analysis process.**

**16.A.5.c. – The State Court Administrator's, or designee's, determination of the comparative analysis process shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.**

**16.A.6. – Conduct – The comparative analysis process shall be conducted in accordance with the rules and procedures to be established by the State Court Administrator, or designee.**

**16.A.7. – Confidentiality – The comparative analysis process materials and results shall be confidential and shall be so handled in accordance with P.A.I.R.R.**

**16.B. – Discretionary Testing**

**16.B.1. – Determination – An Administrative Authority may in its discretion require testing and/or interviews for any job classification to assist in the determination of fitness to perform competently in the job classification.**

**16.B.2. – Content**

**16.B.2.a. – Discretionary testing and/or interviews may be written or oral, or a combination of both.**

**16.B.2.b. – Administrative Authorities may prepare or select their own testing and/or interview material, except that the State Court Administrator, or designee, may provide standardized written testing and/or interview material and may require the use of such standardized material by Administrative Authorities as needed.**

**16.B.2.c. – The State Court Administrator, or designee, may provide lists of questions to serve as guides for boards conducting discretionary testing and/or interviews.**

**16.B.2.d. – The content of discretionary testing and/or interviews shall be based on the job elements of the job classification for which the testing and/or interviews are conducted.**

**16.B.2.e. – Administrative Authorities shall maintain a copy of all written testing and/or interviews that they have prepared or selected, and shall submit a copy to the State Court Administrator, or designee, upon request.**

**16.B.2.f. – All decisions as to content of discretionary testing and/or interviews shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.**

**16.B.3. – Conduct**

**16.B.3.a. – Testing shall be conducted in accordance with procedures established by the Administrative Authority to meet the personnel needs of the Administrative Authority's jurisdiction.**

**16.B.3.b. – Interviews**

**16.B.3.b.i. – If an interview is held for a position, the Administrative Authority, or designee, shall select a panel of qualified interviewers.**

**16.B.3.b.ii. – When an interview is announced as limited to the best qualified applicants determined by preliminary screening or testing, admission to the interview may be restricted to the top ranking applicants.**

**16.B.3.b.iii – The Administrative Authority shall prepare lists of questions to serve as guides for boards conducting interviews, except that the Administrative Authority may use lists of questions prepared by the State Court Administrator, or designee.**

**16.B.3.b.iv. – The interview board shall rank applicants according to qualifications and suitability for the position, indicating applicants considered not qualified.**

**16.B.3.c. – Confidentiality – Interview materials and results shall be confidential and shall be so handled by all persons who have access to the material.**

**16.C. – Selection Process – The State Court Administrator, or designee, and Administrative Authority shall maintain records of any testing and/or interviews that may be given, including test results, applications and test papers for each applicant, names of interviewers, summary data on number of applicants and test results and such other information as the State Court Administrator, or designee, may deem pertinent, for a period of three years from the date of testing and/or interviews.**



## **RULE 17 - EMPLOYMENT ELIGIBILITY LISTS**

### **17.A. – Establishment of Eligibility Lists**

**17.A.1. – Administrative Authorities may establish an employment eligibility list for a position that is vacant or is anticipated to become vacant, and that has been advertised in accordance with provisions of Rule 18.**

**17.A.2. – An employment eligibility list shall consist of the names of persons who have been evaluated and have been found to meet the qualifications of the position for which they have applied, and shall show the name of the person, the last known address, the position for which eligibility has been established, and the date eligibility was established.**

**17.A.3. – An eligibility list shall be valid for ten months from the closing date of the job posting. With the approval of the State Court Administrator, or designee, an eligibility list may be extended once for up to 120 days for good cause. Reasons for extending an eligibility list may include, but are not limited to, such issues as the continued availability of qualified candidates on the list; the critical need to fill a vacancy when there is insufficient time to conduct an examination and there are qualified applicants on the list; and the size of the original qualified applicant pool.**

**17.A.4. – If an eligibility list is generated, it must be submitted to the Director of Human Resources within 60 calendar days from the closing date of the position announcement. The Director of Human Resources may grant a one-time 30 day extension for submitting an eligibility list to Human Resources.**

### **17.B. – Use of Eligibility Lists**

**17.B.1. – When a vacancy occurs in the position for which the eligibility list was established or in another position in the same job class in the same court, probation department or office, it may be filled from the top three applicants on the eligibility list without further examination or evaluation of credentials and without advertising the position.**

**17.B.2. – The Administrative Authority may at any time pass over any applicant on the eligibility list who fails to respond to an official communication from the Administrative Authority.**

**17.B.3. – Nothing in this rule shall require the hiring from an eligibility list, nor shall it preclude an Administrative Authority at any time from advertising or re-advertising a position that is vacant or anticipated to become vacant.**

## **RULE 18 - RECRUITMENT AND FILLING POSITIONS**

### **18.A. – Recruitment**

**18.A.1. – Announcing Vacancies – When a vacancy exists or is anticipated in any classified position, the Administrative Authority shall notify the State Court Administrator, or designee, who shall announce the vacancy using the official electronic recruitment system for a minimum period of five calendar days in accordance with procedures to be established by the State Court Administrator, or designee. No announcement is required if the position is being filled from a classified position eligibility list established in accordance with provisions of Rule 17, if the vacancy will be used to increase the FTE of a current part-time classified employee in the same job class or if a decision is made not to fill the position. Mailed applications must be postmarked by the closing date and time of the job announcement. Electronic applications must be submitted by the closing date and time of the job announcement unless posted as open until filled in accordance with provisions established below.**

### **18.A.2. – Open Until Filled, Promotional and Transfer Only Announcements**

**18.A.2.a. – Open Until Filled – When requested by the Administrative Authority, a vacant position may be posted as open until filled.**

**All vacancy announcements designated as open until filled shall include a date of first review. The date of first review may not be less than five calendar days from the date of announcement as indicated on the official electronic recruitment system. All applications received by the date designated as the date of first review must be reviewed.**

**At such time that the position is filled, the Administrative Authority or designee must close out the announcement and notify unsuccessful applicants.**

**18.A.2.b. - Promotional Only - When requested by the Administrative Authority and approved by the State Court Administrator, or designee, a position which requires Colorado Judicial Department experience may be designated and announced as promotional only, in which case only a person who is currently employed by the Judicial Department, either in a classified or contract position, or who is eligible for reemployment shall be considered.**

**18.A.2.c. – Transfer Only – Only employees in good standing and in the same classification are eligible to apply for the posted position. An eligibility list may be created from the posting.**

**18.A.3. – Equal Employment Provisions – Positive efforts by the Administrative Authority and the State Court Administrator, or designee, shall be made in recruitment to advertise employment opportunities to protected groups and to agencies specializing in the placement of protected group members, and to seek out, contact, and employ qualified members of protected groups. At a minimum such recruitment efforts shall include local posting in a public place.**

**18.A.4. – Promotional Only within a District (Competitive Reclassification) – Upon approval of the State Court Administrator, or designee, an Administrative Authority may post a position in the Judicial Department job announcements as “promotional only within the judicial district.” “Promotional only within the judicial district” announcements shall only be used in instances where the Administrative Authority intends to reclassify a currently filled position utilizing the competitive process that allows more than one employee to compete for the opportunity to be reclassified.**

**18.B. – Appointment and Career Opportunities**

**18.B.1. – Appointment to all classified positions shall be made from the top three applicants for the position as determined by a review of the qualifications of each applicant.**

**18.B.2. – All classified employees, contract employees, interns and volunteers shall be subject to a criminal history check by the Human Resources Division and must be deemed “suitable” prior to starting in the position. A criminal history check shall not be requested nor performed until the district determines that an individual is a final candidate. A contingent offer of employment may be extended pending issuance of a “suitable” determination on the criminal history check. All classified employees who receive a promotion, demotion, or transfer to another court, probation department or division shall be subject to a criminal history check before being offered the new position if a criminal history check has not been completed within the last five years. Any promotion, demotion, or transfer to another court, probation department or division within the Judicial Department is dependent upon the employee’s entire criminal history being identified as suitable for the new position, as determined by the Administrative Authority. The Judicial Department reserves the right to conduct a criminal history check at any time for business reasons.**

**18.B.2.a. Criminal history check suitability determinations shall be made by an authorized member of the Human Resources Division. There shall be three determination categories:**

- • **Category 1: “Suitable” determinations shall be considered recommendations and left to the Administrative Authority’s discretion whether to hire the individual.**

- **Category 2: “Not Suitable” determinations shall be considered final decisions in the hiring process but may be appealed by the Administrative Authority, individual, or designee to the Director of the Human Resources Division.**
- **Category 3: “Not Required” determinations shall be rendered when a criminal history check is deemed not required at that time.**

**18.B.2.b. – If an individual is deemed “Not Suitable”, they are ineligible for employment.**

**18.B.2.c. – All criminal history checks for employment or any criminal history check performed on current employees may only be conducted by an authorized member of the Division of Human Resources.**

**18.B.2.d. – Confidentiality – Criminal history checks forms and results shall be maintained as confidential by all persons who have access to the material.**

**18.B.3. – No applicant may be appointed to a position in the Judicial Department if a member of the applicant's family:**

**18.B.3.a. – Would directly or indirectly exercise supervisory, appointment, or dismissal authority or be in a position to take disciplinary action over another family member;**

**18.B.3.b. – Would audit, verify, receive or would be entrusted with moneys received or handled by another family member;**

**18.B.3.c. – Would have access to the employer’s confidential information, including payroll and personnel records.**

**18.B.4. – For the purposes of subsection B.3. of this rule a family member is a husband, wife, domestic partner (as defined in Rule 35), parent, child (including adopted), brother, sister, grandchild, grandparent, son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, aunt, uncle, niece, or nephew.**

**18.B.5. – No employee shall be hired into the classified system in excess of the number of full-time equivalent positions designated in the staffing pattern, or outside the job classes or salary ranges designated by the classification and compensation plan.**

**18.B.6. – No employee shall work in a classified or contract position, or any combination thereof, in excess of one full-time equivalent (1.0 FTE) position.**

**18.B.7. – All employees, volunteers, and interns shall be required to complete an application and policy acknowledgement checklist prior to the completion of the first day of work.**

## **18.C. – Transfer**

**18.C.1. – A certified employee within the classified system established by these rules who wishes to transfer to a position advertised to be filled in another court, probation department or office may apply for transfer to the vacant position. Transfer requests shall be made in writing and shall include a Judicial Department application. Requests shall be sent to the Administrative Authority filling the vacancy, and must be received by the Administrative Authority on or before the closing date for the position. Transfer requests shall be considered before consideration of outside applicants.**

**18.C.2. – The Administrative Authority shall review the credentials of the employee(s) requesting transfer, including any resume or application, personnel file, professional development accomplishments, and references from the transferring location. In addition, the employee requesting the transfer must notify the hiring Administrative Authority of any past corrective or disciplinary actions. Oral and written examinations may be conducted to assist in the transfer decision and should be used in cases where there is more than one transfer request.**

**18.C.3. – After appropriate consideration, the Administrative Authority shall advise the employee seeking transfer of the decision in writing. The decision of the Administrative Authority shall be final, and not subject to the appeal, review, or grievance procedures set forth in these rules.**

**18.D. – The Administrative Authority may rehire a former certified employee into the same classification the employee was assigned at date of separation and provided that the employee was in good standing at date of separation. The employee must be reinstated within 90 days after separation. Requests for reinstatement shall be sent to the Administrative Authority filling the vacancy, and must be received by the Administrative Authority on or before the closing date for the position. Employees requesting a reinstatement to a closed posting, if reinstatement qualifications have been met, can request to be placed on the eligibility list. In cases where an eligibility list has been created, an employee may request to be placed on the eligibility list as a reinstatement, if reinstatement qualifications have been met.**

## **RULE 19 - PROBATIONARY PERIOD**

### **19.A. – Probationary Status**

**19.A.1. – A newly-appointed, non-at-will employee shall serve a one-year probationary period commencing on the date of employment into the classified position to which the employee is appointed, except that the appointment of a current certified employee to a different, non-at-will position within the classified system, whether by promotion, demotion or transfer, shall not be governed by this rule.**

**19.A.2. – An at-will employee moving to a non-at-will position within the classified system shall serve a one year probationary period in the new position.**

**19.A.3. – A newly appointed employee from another state agency shall serve a one year probationary period commencing on the date of employment with the Colorado Judicial Department.**

### **19.B. – Performance Appraisal**

**19.B.1. – At the conclusion of the probationary period, the employee shall be given a performance appraisal by the supervisor in accordance with Rule 28.C.. However, only one performance appraisal is needed in the first year of employment. If an appraisal is completed prior to end of the probationary period and the supervisor is still in agreement with the evaluation at the end of the probationary period, no further evaluation is necessary.**

**19.B.2. – At the conclusion of the probationary period, if the employee has received a rule 19(B)(1) performance appraisal with an overall rating of 2.76 or above, the employee shall be certified in the class and shall be notified of such certification. At-will employees are not eligible to be certified in the position.**

**19.B.3. – If the employee receives a Rule 19.B.1. performance appraisal with an overall rating of 2.75 or below, the employee shall not be certified and be terminated in accordance with section C of this rule.**

**19.B.4. – Nothing in this rule shall preclude the appraisal of performance of a probationary employee prior to the completion of the full probationary period, but in no event may an employee be certified until the completion of one year of employment. One year shall be considered the same calendar date of the following year, unless that date occurs on a holiday or weekend, then the following business day at 5:00 p.m. the employee will become certified.**

**19.C. – Termination**

**19.C.1. – An employee on probationary status is an at-will employee who may be terminated with or without cause at any time during the probationary period, and shall be terminated in the event of a score of 2.75 or below on the performance appraisal under Rule 19.B.3.**

**19.C.2. – The probationary employee shall have no right of a pre-termination meeting under Rule 29.C.5.**

**19.C.3. – The decision to terminate a probationary employee shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.**

## **RULE 20 - TRIAL SERVICE PERIOD**

### **20.A. – Trial Service Status**

**20.A.1. – Any certified employee who is promoted, demoted, or is granted a transfer to another non-at-will position shall serve a six-month trial service period in the new position. A trial service period is not required for reclassifications. The six-month trial service period shall run concurrently with any remaining time to be served in an existing probationary period, if applicable.**

**20.A.2. – The trial service period shall not be extended.**

**20.A.3. – The employee shall retain any prior certification(s) during the period of trial service in the new job classification.**

### **20.B. – Performance Appraisal**

**20.B.1. – At the conclusion of the six-month trial service period, the employee shall be given a performance appraisal by the immediate supervisor in accordance with Rule 28.C.**

**20.B.2. – If the employee's overall performance in the new position is evaluated as satisfactory or better, the employee shall be certified in the new class and shall be notified of such certification.**

**20.B.3. – If the employee's overall performance in the new position is evaluated and receives a score of 2.75 or below, the employee shall be subject to corrective or disciplinary action, which may include without limitation a demotion, under Rule 29. This decision shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.**



## **PART 5 - EMPLOYEE RELATIONS**

### **RULE 21 - HOURS OF WORK AND OVERTIME**

#### **21.A. – Time Worked and Workweek**

**21.A.1. – The normal workweek for a full-time employee shall be 40 hours in any established seven day period, which shall be from Friday at 5:01 p.m. to the following Friday at 5:00 p.m.**

**21.A.2. – The supervisor or Administrative Authority shall establish work schedules for all employees. Hours of work is time that an employee is working, and does not include time off for holidays, qualified leave or leave without pay. Hours worked shall be counted in fifteen minute increments for the purpose of time reporting and must be rounded up after 7 minutes into the fifteen minute increment or rounded down if less than 7 minutes into the fifteen minute increment. The expectation is that employees shall strictly adhere to established work schedules and nothing in this rule shall prohibit a supervisor or Administrative Authority from addressing attendance and punctuality concerns with an employee.**

**21.A.3. – With the approval of a supervisor or an Administrative Authority, periods of time engaged in the participation in an investigation into an employee's conduct, attendance at work-related meetings, participation in Judicial Department workplace mediation, participation in tests and interviews for Judicial Department positions, and attendance at approved job-related trainings shall be counted as part of the normal workweek.**

#### **21.B. – Overtime**

**21.B.1. – Overtime is time a nonexempt employee is directed or permitted to work in excess of 40 hours in the employee's established 7-day work period.**

**21.B.2. – All employees shall obtain approval of their supervisors prior to working overtime. Supervisors may approve overtime work only upon authorization by the Administrative Authority. Failure to request such approval prior to working overtime may result in corrective or disciplinary action pursuant to these rules.**

**21.C. – Eligibility for Compensation at Premium Pay – The State Court Administrator, or designee, shall determine those classes of employees eligible for, and excluded from, overtime compensation at premium pay. The decision of the State Court Administrator, or designee, shall be final, and shall not be subject to appeal, review, or grievance.**

**21.D. – Overtime Compensation – Except for exempt employees, all employees shall be compensated for overtime at premium pay, which shall be the rate of time-and-one-half for each overtime hour, in either compensatory time off or pay in accordance with the following provisions:**

**21.D.1. – Compensatory Time Off as Compensation**

**21.D.1.a. – Overtime for each eligible employee shall accrue as compensatory time off up to a maximum of 60 hours of compensatory time (representing 40 hours of overtime work).**

**21.D.1.b. – Every effort shall be made to schedule compensatory time off within 60 days following the payroll period in which the overtime was worked.**

**21.D.2. – Cash as Compensation**

**21.D.2.a. – When 60 hours (representing 40 hours of actual overtime work) of compensatory time has been earned, subsequent overtime hours shall be compensated at premium pay on the next available payroll.**

**21.D.2.b. – If the Administrative Authority is unable to grant compensatory time off within 60 days following the payroll period in which the overtime was worked, then the employee shall be compensated at premium pay on the next available payroll.**

**21.D.2.c. – Upon separation from employment, the employee shall be paid out for any remaining unused compensatory time.**

**21.E. – On Call Pay**

**21.E.1. – Compensation for Restrictive On-Call Time – Non-exempt employees are eligible for on-call pay if the employee is required to be accessible outside of normal work hours and is not able to use the time effectively for personal activities either because of the frequency of work calls received during the on-call time or because freedom of movement is significantly restricted. This includes the situation where an employee is limited from traveling outside of the district or not more than 30 miles away from the office or reporting location while the employee is waiting to be engaged to work; and where the employee is prohibited from drinking alcohol during the period of time the employee is waiting to be engaged to work. Such employees shall be compensated for those on-call hours including time waiting to be engaged to work in accordance with Rule 21.D.**

**21.E.2. – Compensation for Non-Restrictive On-Call Time** Non-exempt employees who are not restricted in their activities, as defined in 21.E.1., but spend time responding to phone calls or requests for assistance shall be compensated for time spent responding to the on-call request in accordance with Rule 21.D.

**21.E.3. –** Non-exempt employees who meet the above criteria may be compensated by paying overtime, receiving compensatory time off, or working a flexible schedule in the same work week. Overtime shall be paid at 1 1/2 times the hourly rate for any hours worked over 40 in a work week. Compensatory time may be given in lieu of overtime pay. Compensatory time shall be granted at 1 1/2 hours for each hour worked over 40 in a work week. Every effort shall be made to schedule compensatory time within 60 days following the payroll period in which the overtime was worked. Compensatory time must be used within 60 days following the payroll period in which the overtime was worked. The Administrative Authority shall have discretion to require employees to work a flexible schedule so that on-call hours worked do not exceed 40 hours in a workweek.

**21.F. – Records** – The Administrative Authority shall maintain records of overtime worked in each work week by all eligible department employees in accordance with procedures established by the State Court Administrator, or designee.

**RULE 22 - CONFLICT OF INTEREST WITH CASES PENDING BEFORE THE COURT AND OUTSIDE EMPLOYMENT**

**22.A. – Principal Vocation of Employees – Judicial employment shall be the principal vocation of employees.**

**22.B. – Conditions of Outside Employment/ Volunteer Activities – An employee may engage in outside employment and volunteer activities if the following conditions are met:**

- (1.) The outside employment/volunteer activity does not interfere with job performance;**
- (2.) The outside employment/volunteer activity does not conflict with the interest of the Judicial Department or the State of Colorado;**
- (3.) The outside employment/volunteer activity is not the type which could reasonably give rise to criticism or suspicion of conflicting interest or duties; and**
- (4.) The employee has obtained prior written approval from the Administrative Authority. Each outside employment/volunteer activity request shall be submitted on a separate form. The Request for Outside Employment/Volunteer Activity form can be found in the Human Resources section of Judicialnet under “Forms”.**
- (5.) If the employee is requesting employment with another Colorado State agency, prior approval is required and the Director of Human Resources shall be informed prior to work commencing.**
- (6.) If any terms or conditions of the outside employment/volunteer activity change, the employee must re-submit the request for outside employment/volunteer activity and receive proper approval.**

**22.C. – Conflict of Interest with Cases Pending Before the Court – An employee shall immediately notify the Administrative Authority of any case filed with any judicial jurisdiction where the employee has a personal, business, or family interest. The employee shall avoid any involvement in the processing of the matter before the court or probation, including electronically accessing the case. Failure to immediately report the existence of such matters in writing, but in no event later than 3 calendar days after the employee becomes aware of the conflict, may result in a corrective or disciplinary action.**

## **RULE 23 - POLITICAL ACTIVITY**

### **23.A.1 – Political Activity**

**23.A.1.a. – Employees who are not restricted pursuant to Rule 23.A.2. may engage in activities of both a partisan and non-partisan nature as individuals, except:**

- (i.) Judicial employees may not run for or hold any office which requires declaration of a political affiliation, even if the employee participates as an unaffiliated party.**
- (ii.) Judicial employees must not compromise the integrity and independence of the judiciary,**
- (iii.) Judicial employees must not engage in any political or non-partisan activity while on Judicial Department time or using any Judicial Department equipment or resources,**
- (iv.) Judicial employees may not display buttons, stickers, pictures, or other campaign paraphernalia while at work or on Judicial Department time,**
- (v.) All judicial employees within the judicial district where a case is filed or heard concerning a campaign, election or initiative must cease activity as to that campaign, election, or initiative.**

**23.A.1.b. – No Judicial employee may represent the Judicial Department’s position before members of the state general assembly or with an individual state legislator without permission of the Chief Justice or Legislative Liaison. An employee may not take a public position on court or probation related matters in letters to the editor or in correspondence to elected officials. In political correspondence concerning non-judicial/non-probation matters, employees may not identify themselves as an employee of the Judicial Department, local court or local probation office.**

**23.A.1.c. – Employees cannot take actions that might be construed as speaking on behalf of the judge or the judge’s chambers, or that bring the judiciary into disrepute.**

### **23.A.2 – Restricted Employees:**

**23.A.2.a. – Certain employees are restricted from engaging in political activity by virtue of their close association with a judicial officer. These positions include magistrates, water referees, law clerks, court judicial assistants or judicial assistants who work closely with a judicial officer, bailiffs or court reporters. In some jurisdictions, there may be additional employees who would be closely aligned with a judicial officer so as to fall within this category of employee. The decision as to whether an employee falls into the restricted**

category will be decided by the Administrative Authority of the court, probation department or office in consultation with the Director of Human Resources.

**23.A.2.b. – In addition, other positions within the judicial department are similarly restricted by virtue of their identity as a policy maker. These positions include, but are not limited to District Administrators, Deputy District Administrators, Clerks of Court, Chief Probation Officers, Deputy Chief Probation Officers, State Court Administrator, Division Directors at the State Court Administrator’s Office, Legal Counsel, Public Information Officer, and other similarly situated employees of the Judicial Department.**

**23.A.3. – Restricted Activities – Employees categorized as restricted in Rule 23.A.2. are prohibited from taking an active role in partisan politics by:**

- (a.) Publicly endorsing a partisan political candidate or organization by authorizing use of the employee's name, making speeches, or participating in a partisan political convention or fund-raising activity, except that participation in a partisan political caucus is acceptable;**
- (b.) Publicly endorsing a partisan political candidate or organization by displaying a campaign picture, sign, sticker, badge or button for a partisan political candidate or organization whether at work or other location, including at the employee’s home;**
- (c.) Initiating or circulating a nominating petition for a candidate in a partisan political election;**
- (d.) Participating in a campaign in support of or in opposition to a candidate in a partisan political election;**
- (e.) Soliciting funds for or contributing to a partisan political organization, candidate, or event;**
- (f.) Taking an active role in other activities, by:**
  - (i.) Acting as a recorder, watcher, challenger, election judge or similar officer at the polls in a partisan political election;**
  - (ii.) Initiating, signing, or endorsing referendums, petitions, recalls, and ballot initiatives.**

**23.A.4. – Restricted employees -may not take an active role in other activities, by:**

- (a.) Acting as a recorder, watcher, challenger, election judge or similar officer at the polls in a partisan political election;**
- (b.) Initiating, signing, or endorsing referendums, petitions, recalls, and ballot initiatives.**

**23.B. – Leave Without Pay – Leave without pay to engage in political activity or to serve in an elected office shall not be granted.**

## **RULE 24 - EMPLOYEE ORGANIZATIONS**

**Judicial Department employees shall have the right to join employee associations or unions of their own choosing and at their own expense. Membership in an employee association or union is not a required condition of employment in the judicial personnel system. No employee may be coerced into joining or not joining any such organization against the employee's wishes nor may the employee be contacted by a representative of any employee organization during working hours for the purpose of soliciting membership.**

**RULE 25 - EMPLOYEE REPRESENTATION**

**25.A. – An employee shall have the right to legal counsel at the employee's own expense at any time that the following proceedings are available to the employee under these rules:**

- (1.) Review of a disciplinary action or involuntary termination under Rule 34,**
- (2.) Disciplinary action under Rule 29.C., and**
- (3.) Involuntary termination due to mental or physical disability under Rule 32.**

**25.B. – In any circumstance in which an employee has a right to legal counsel, the Judicial Department may also be represented by legal counsel.**



**PART 6 - LEAVE**

**RULE 26 - LEAVE**

**26.A. – Paid Time Off and Extended Sick Leave**

**26.A.1. – Accrual**

**26.A.1.a. - Effective July 1, 2008, a newly appointed classified employee’s accrual rate for paid time off and extended sick leave will be calculated based upon the date of initial employment with the State of Colorado, per [Rule 26.A.1.c.](#), as follows:**

**Paid Time Off and Extended Sick Leave**

<b>Years of Service (based on Accrual Start Date)</b>	<b>PTO Accrual Rate/mo*</b>	<b>Extended Sick Leave Accrual Rate*</b>	<b>Max PTO Accrual</b>	<b>Maximum Extended Sick Leave Accrual</b>
<b>1st Year</b>	<b>14</b>	<b>4</b>	<b>168</b>	<b>360</b>
<b>2nd -4th</b>	<b>16</b>	<b>4</b>	<b>330</b>	<b>360</b>
<b>5th-9th</b>	<b>17</b>	<b>4</b>	<b>350</b>	<b>360</b>
<b>10th-14th</b>	<b>20</b>	<b>4</b>	<b>378</b>	<b>360</b>
<b>15th+</b>	<b>22</b>	<b>4</b>	<b>426</b>	<b>360</b>
<b>For those hired prior to 88' and having a sick leave balance of more than 360 hours</b>	<b>22</b>	<b>4</b>	<b>336 + 1/4 of sick leave at the time of conversion up to 360 hours of sick leave, whichever is less</b>	<b>The remainder of the sick leave balance after conversion or 360 hours, whichever is more</b>

**26.A.1.b. – A part-time employee shall earn and accrue extended sick and paid time off on a prorated basis. Part-time employees may accrue leave up to the limits established in section A.1.a. of this rule. If the employee’s status changes affecting the percentage of FTE, the accrual rates for paid time off and extended sick leave will change effective the first of the month following the change in status.**

**26.A.1.c. – A year of service for purposes of this rule shall be 12 months of continuous employment with the State of Colorado, which includes continuous employment in any State of Colorado position, and shall be deemed completed on the first day of the calendar month following one year from the date of initial employment, except that if that year is completed on the first working day of the calendar month, that day shall be the completion date. Time spent working on a Colorado Judicial Department employment contract may be included in determining the initial employment date as long as there was no break in service longer than 90 days prior to appointment to the classified position. Periods of interruption in leave accrual shall result in adjustment of the length of service date provided in these rules.**

**26.A.1.d. – A former employee who returns to work for the Judicial Department shall earn and accrue paid time off and extended sick leave treating the date of return as the date of initial employment, except that employees who return by reinstatement, or by reemployment as defined in these rules shall have their prior paid time off earning and accrual rates restored.**

**26.A.1.e. – To accrue paid time off or extended sick leave for any month, a full-time employee must work or be on authorized qualified leave for 128 scheduled working hours in that month; a part-time employee must work or be on authorized qualified leave for a prorated equivalent thereof. Leave earned during any month shall be credited to the employee as of the first day of the following month, and shall not be available for use until credited at 12:00am. For purposes of this provision, the term qualified leave is defined to only include periods of paid time off, extended sick leave, funeral leave, designated holiday leave, jury and witness leave, workers’ compensation leave, administrative leave, victim protection leave, furlough leave, paid educational leave, military training leave, paid or unpaid family and medical leave (FML), or compensatory leave.**

**26.A.1.f. – An employee shall not earn paid time off or extended sick leave during any periods of disciplinary suspension or during any period of leave without pay except as otherwise provided in these rules.**

**26.A.1.g. – An employee may earn and accrue paid time off and extended sick leave above the maximum permitted under this rule. However, any unused paid time off or extended sick leave in excess of the maximum remaining on February 1 at 12:01am shall be forfeited. Employees shall make every effort to use excess accumulated paid time off as it is earned**

throughout the year in accordance with the conditions for paid time off usage provided by these rules to avoid exceeding the allowed maximum at the end of the year. Employees are encouraged to maintain a minimum balance of 80 hours of paid time off to allow flexibility in the event of an illness, injury or other unforeseeable absence.

**26.A.1.h. – Administrative authorities and supervisors shall work with employees to grant the use of accrued paid time off throughout the year to avoid the loss of accrued paid time off by employees under their supervision. Employees shall monitor their accrued PTO throughout the year to avoid losing hours that extend beyond the maximum annual accrual at the end of the year.**

**26.A.1.i. – Each February 1, the accrued paid time off and extended sick leave balances of each employee shall never exceed the maximum amount permitted under this rule.**

**26.A.1.j. – Forfeiture of accrued paid time off as a disciplinary action is prohibited.**

**26.A.1.k. – Requiring an employee to have a specified leave balance is prohibited except as specified in these rules.**

**26.A.1.l. – Through error, an employee may accrue more leave than is due. When the error is detected (regardless of where or how the error was made), any excess leave shall be removed from the employee's PTO and/or ESL balances. If an existing leave balance is insufficient to reduce the entire number of hours owed, the balance shall be reduced in amounts over a period of time to be determined by the Division of Human Resources and the Administrative Authority in consultation with the affected employee.**

**If the employee's leave balance exceeds their maximum accrual hours, the reduction of the leave balance should occur before the year-end leave conversion on January 31. If an over-accrual error goes undetected for more than three years, the maximum liability for reduction in hours shall be limited to the total amount of the over accruals for the last three years.**

**26.A.2. – Paid time off Provisions**

**26.A.2.a. – An employee may use paid time off for any reason. Use of paid time off must be authorized by the appropriate Administrative Authority or such authority's designee, who may establish periods during which no paid time off may be taken if necessary to maintain the efficient function of the courts, except under circumstances of unforeseen illness or injuries.**

**26.A.2.b. – An employee who wants to use paid time off shall request written authorization in advance where practicable. At the discretion of the Administrative Authority or designee, leave taken without prior authorization may be charged as leave without pay.**

**26.A.2.c. – An employee shall not be granted the use of paid time off during any period of disciplinary suspension.**

**26.A.2.d. – Sharing of Paid Time Off**

**26.A.2.d.i. – The Administrative Authority, with approval of the Human Resources Director, may approve the transfer of accrued paid time off from one employee to another under the following circumstances:**

**(a.) The employee in need of donated paid time off must make a written request to the Administrative Authority.**

**(b.) The employee to whom the leave is transferred has exhausted all paid time off and extended sick leave, must not be receiving worker’s compensation, short-term disability or long-term disability benefits; and must be on family and medical leave, or be on medically certified leave as defined within these rules and**

**(c.) The employee or a member of the employee's immediate family is experiencing a catastrophic injury or illness.**

**Catastrophic injury or illness is defined as a physical illness or injury, that is a direct threat to life, as certified by a health care provider. For purposes of this rule the term family member means the employee's child, including adult children not living in the employee's home, spouse, domestic partner or partner in a civil union, parent, including parents not living in the employee's home, and any person living in the employee's household for whom the employee is the primary caregiver, as defined in section 27.N.10.(h).**

**26.A.2.d.ii. – Parties interested in donating paid time off may do so when qualifying circumstances exist within the same court, probation department or office. The donating party shall notify the Administrative Authority, indicating the number of hours he/she is willing to donate. Leave will not be transferred from one party to another until needed.**

**26.A.3. – Extended Sick Leave Provisions**

**26.A.3.a. – Use of Extended Sick Leave**

**26.A.3.a.i. – Except for employees whose leave is governed by Rule 26.E. of these rules, employees using 80 cumulative hours of paid time off, compensatory time, leave without pay, or combination thereof for purposes related to a family and medical leave event(s) as defined in Rule 26.N., within an event year, shall be granted the use of extended sick leave for their medical examination and treatment. Extended sick leave may only be used for serious health conditions, including recovery after childbirth. Employees shall be charged PTO for bonding time or a qualifying exigency due to being on or being called to active duty allowed under Rule 26 which is not medically required or accompanied by a medical certification. Each event year, employees described in this rule are eligible to use extended sick leave after exhaustion of 80 cumulative hours of paid time off, compensatory time, leave without pay, or any combination thereof for a qualifying family and medical leave event.**

**For all employees, the 80 cumulative hours of leave required prior to the use of extended sick leave begins accumulating for each hour of absence, whether paid time off, compensatory time or leave without pay, after the date the Administrative Authority or designee designates as eligible for family and medical or medically certified leave per event year. The subsequent completed medical certification form must be provided to verify the serious health condition within the time period specified or the employee’s ability to access extended sick leave will be delayed.**

**26.A.3.a.ii. – An employee who uses or requests extended sick leave shall comply with the requirements of these rules and with local policies governing the reporting and requesting of extended sick leave.**

**26.A.3.a.iii. – An employee shall not be granted the use of extended sick leave during any period of disciplinary suspension.**

**26.A.3.b. – Medical Certification**

**26.A.3.b.i. – The Administrative Authority or designee may at any time request or require medical certification before approval of paid time off or extended sick leave, and may investigate an alleged illness or injury any time the improper use or abuse of paid time off or extended sick leave is suspected. The Administrative Authority or designee may deny the use of paid time off or extended sick leave if the employee fails to provide such medical evidence, or if the investigation supports a reasonable belief that the employee is improperly using or is abusing paid time off or extended sick leave. (Click here to reference rule on how to access extended sick leave)**

**26.A.3.b.ii. – An employee who is denied the use of paid time off or extended sick leave for an absence, or who inappropriately uses extended sick leave for a non-medically certified absence, may be placed on leave without pay and ordered to return to work by a specific date or be subject to disciplinary action. An employee who has abused the use of paid time off or extended sick leave for an absence may be placed on leave without pay and ordered to return to work by a specific date or be subject to disciplinary action.**

**26.A.3.c. – Exhaustion of Extended Sick Leave – When an employee has exhausted all accrued extended sick leave and is still unable to return to work due to any of the causes recited in Rule 26.A.3.a.i., the Administrative Authority may grant use of accrued paid time off up to the maximum time off allowed under the family and medical leave provisions of these rules.**

**26.A.4. – Transfer of Extended Sick Leave and Paid Time Off – An employee who is appointed to a position in the Judicial Department classified system from a position in another state agency or whose non-classified job in the Judicial Department is brought into the classified system may be credited for accrued annual leave balances by converting hours directly to paid time off, up to the maximum annual accrual allowed under Rule 26. One quarter of accrued sick leave balance, (maximum transfer of 90 hours) shall also be converted directly to paid time off, up to the maximum annual accrual allowed. Remaining accrued sick leave balances shall be converted to an extended sick leave balance, up to the maximum annual accrual allowed.**

**26.A.5. – Compensation for Accrued Leave**

**26.A.5.a. – Upon separation from employment or move to a contract position, an employee shall be compensated for:**

- (i.) All unused accrued paid time off (as defined in Rule 26) and subject to the maximum annual accrual allowed under Rule 26.**
- (ii.) Upon the death of an employee, compensation for unused accrued paid time off, subject to the limitations of section A.1. of this rule shall be paid to the surviving spouse or, if none, to the estate of the deceased.**
- (iii.) Unused accrued extended sick leave will be forfeited upon termination of employment.**

**26.B. – Funeral Leave**

**26.B.1. – The Administrative Authority shall grant funeral leave with pay to attend the funeral or memorial service of a: spouse, domestic partner (as defined in Rule 35), child,**

parent, grandparent, son-in-law, daughter-in-law, mother-in-law, father-in-law, grandchild, brother, sister, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, or first cousin. The employee may request authorization from the Administrative Authority for the use of funeral leave for other persons.

**26.B.2. – Normally, funeral leave may be granted only to arrange for, travel to, attend, and return from the funeral or memorial. However, an Administrative Authority may grant up to a maximum of 40 hours, prorated for part-time employees, depending upon the relationship of the employee to the deceased, even though these activities do not require the full amount of time. Funeral leave may not be granted for the settlement of estates.**

**26.C. – Holiday Leave**

**26.C.1. – Holiday Designation**

**26.C.1.a. – Holidays are designated in section 24-11-101, 10A C.R.S. (1988) and any applicable Chief Justice Directive.**

**26.C.1.b. - A special day of observance declared by the President of the United States or by the governor shall not be considered a holiday for purposes of this rule, unless it is extended to the Colorado Judicial Department by order of the Chief Justice of the Colorado Supreme Court.**

**26.C.2. – Granting of Holiday Leave**

**26.C.2.a. – Full-time employees shall be granted holiday leave for every designated holiday. Part-time employees shall be granted a prorated amount of holiday leave.**

**26.C.2.b. – An employee who is required to work on a designated holiday shall be granted an equal period of holiday leave at a time determined by the Administrative Authority. Every effort shall be made to schedule this holiday time within 60 days following the payroll period in which the holiday time was worked.**

**26.C.2.c. – Upon retirement or termination, an employee shall be compensated for unused accrued holiday leave in the same manner as for accrued paid time off.**

**26.C.2.d. – An employee who is on qualified leave as defined by these rules on a designated holiday which falls on a regular work day shall not be charged for that day.**

**26.C.3. – Other Conditions and Limitations**

**26.C.3.a. – To be granted holiday leave, an employee must work or be on qualified leave the last scheduled working day before and the first scheduled working day after the holiday.**

**26.C.3.b. – A new employee or an employee returning from leave without pay in a month with a designated holiday on the first regularly scheduled work day of the month shall be granted holiday leave for the day, if the employee works or is on qualified leave on all other scheduled work days in the month.**

**26.C.3.c. – A terminating employee and an employee taking leave without pay in a month including a holiday on the last scheduled work day of the month shall be granted holiday leave for the day, if the employee works or is on qualified leave on all other scheduled work days in the month.**

**26.D. – Jury and Witness Leave**

**26.D.1. – Upon presenting a summons for jury duty, or subpoena to appear as a witness in a case arising in the course of employment or within the scope of the employee’s job duties, an employee shall be granted leave with pay for the duration of such compulsory service. Upon conclusion of jury service, an employee is required to provide a jury certificate to their supervisor or Administrative Authority. Jury and/or witness leave available under this rule shall be paid for the actual hours served. The employee shall contact his or her supervisor at the conclusion of service to determine if the employee needs to return to work or if PTO shall be used.**

**Any time spent testifying as an expert witness is subject to approval by the Administrative Authority as outside employment under Rule 22. An employee shall request PTO in writing and obtain authorization in advance where practicable. At the discretion of the Administrative Authority or designee, leave taken without prior authorization may be charged as leave without pay.**

**26.D.2. – The employee who takes jury or witness leave shall remit to the Judicial Department any and all compensation for such service except for any travel reimbursement.**

**26.E. – Workers’ Compensation Leave**

**Effective July 1, 2013, an employee who suffers an injury or occupational illness in the line of duty, or has an open workers’ compensation claim, compensable under the Colorado Workers’ Compensation Act shall be granted the option of being “made-whole”**



when receiving workers' compensation wage replacement benefit payments as set forth below.

**26.E.1. – Workers' Compensation**

**26.E.1.a. – First Report of Injury – All injuries suffered on the job shall be reported in writing immediately, but no later than 4 working days from the date of injury, by the employee to the employee's direct supervisor, the Administrative Authority, Human Resources or designee (the "designated coordinator"). The supervisor will notify the Administrative Authority, Human Resources or designee within 24 hours. Upon notification the Administrative Authority, Human Resources or designee shall complete a "First Report of Injury" form immediately, but no later than 10 working days from the date of injury, and submit the form to the workers' compensation third-party administrator to report the employee's injury.**

**26.E.1.b. – Designated Medical Provider – When an employee is injured on the job, the employee shall be provided, in writing, the names of two (or more) designated medical providers from whom the employee must choose to seek medical attention. The injured employee shall inform the designated coordinator in writing of his/her choice of medical provider. All medical treatment shall be authorized and provided by a district designated medical provider in order to be covered by the workers' compensation third party administrator except in the case of an emergency, where life or limb is threatened, the injured worker may seek medical attention from the nearest medical facility. Further follow-up care must be coordinated through one of the district's designated medical providers. The Workers' Compensation third-party administrator may not pay for medical expenses incurred by the injured employee if he or she seeks unauthorized treatment from a non-designated medical provider. Time off for medical appointments shall be requested and taken in accordance with the regular leave policies of these personnel rules.**

**26.E.1.c. – Medical Status Reports – A copy of the medical provider's physician status report shall be provided by the employee to the designated coordinator within 24 hours of a medical visit, as practical.**

**26.E.1.d. – Work Status Updates – The designated coordinator shall maintain regular contact with the injured employee and request updated work status reports, including updated physician reports regarding work restrictions.**

**26.E.1.e. – Missed Work Reports – The designated coordinator will submit weekly reports to the workers' compensation third-party administrator of missed time after the first three**

days (24 cumulative hours or three consecutive shifts), not including the date of injury, for the processing of wage replacement benefits to the employee.

**26.E.1.f. – Work Restriction Updates – An injured employee shall inform the designated coordinator of any updated work restrictions. The Administrative Authority may provide a modified duty job offer at any time prior to an injured employee reaching maximum medical improvement (MMI).**

**26.E.1.g. – Modified Duty – Temporary modified duty may be offered to an employee up to a maximum of six months to accommodate an employee’s medical restrictions with a release to work, consistent with the work force and business needs of the office and until the injured employee is released to full duty, or reaches maximum medical improvement (MMI). An employee may decline the modified duty assignment. Declining a modified duty assignment will impact an employee’s wage replacement benefit. Modified duty may be terminated if modified duty work is no longer available or necessary. Modified duty assignments shall be documented by the designated coordinator in writing, in consultation with the Human Resources Division, in order to ensure compliance with the State Division of Workers’ Compensation Rules and Procedures. An employee’s wage may be adjusted as appropriate to reflect the work performed.**

**26.E.1.h. – Modified Duty Oversight – Modified duty assignments shall be reviewed after each visit to the Authorized Treating Physician (minimally at least once a month) to address the employee’s ability to perform the modified duty and any performance issues, including any opportunities for increasing work duties.**

**26.E.1.i. – Modified Duty Wage Reports – During any modified duty period, the designated coordinator shall provide to the workers’ compensation third-party administrator record of wages paid to the injured worker. If the injured worker is receiving full wages during the modified duty period, the designated coordinator shall so inform the workers’ compensation third-party administrator and no ongoing provision of pay records is required.**

**26.E.1.j. – Required Medical Documentation – The Administrative Authority, or designee, may at any time request or require a physician's status report for verification of the employee’s ability or inability to work.**

**26.E.1.k. – Job Performance on Modified Duty – an employee shall be evaluated based on the modified duty tasks assigned while on Modified Duty.**

**26.E.2. – Leave Provisions**

**26.E.2.a. – Wage Replacement Options – Within three working days from date of notification of the injury on the job, an employee shall provide in writing to the designated coordinator the employee’s choice of wage replacement and leave usage as defined in section 26.E.2.d and 26.E.2.e. If the employee does not designate either being made ‘whole’ or ‘unwhole’, Human Resources will make the determination.**

**26.E.2.b. – Family and Medical Leave (FML) – The designated coordinator shall initiate family and medical leave (FML) for the employee, if eligible, as of the first absence following the date of injury. Leave taken due to an on the job injury will be applied to the maximum time allowed for FML as set forth in Rule 26.N. Workers’ compensation leave and FML shall run concurrently with any workers’ compensation absence as of the first absence following the date of injury.**

**Once the employee reaches maximum medical improvement, if the employee has a continuing medical need due to the on-the-job injury and FML has not been exhausted, the employee may be eligible for FML as set forth in Rule 26.N, and extended sick leave as set forth in Rule 26.A.3.**

**26.E.2.b.(1) – Medically Certified Leave – If an employee is not eligible for FML, the designated coordinator shall initiate medically certified leave for the employee as of the first absence following the date of injury. Leave taken due to an injury on the job will be applied to a 12 work week maximum per year leave, pro-rated for part-time employees, allowed for all medically certified leave within an event year. The 12 work week maximum is only applicable to leave under Rule 26.E. Workers’ compensation leave and medically certified leave shall run concurrently with any worker’s’ compensation absence as of the first absence following the date of injury. For the purposes of this rule, if an employee was eligible for FML at the time of the workers’ compensation event but is no longer eligible for FML, medically certified leave and any FML applied shall not exceed a total of 12 weeks within one event year.**

**Once the employee reaches maximum medical improvement, if the employee has a continuing medical need due to the injury on the job, the employee may be eligible for use of extended sick leave as set forth in Rule 26.A.3.**

**26.E.2.c. – Workers’ Compensation Leave and the First Three Days (24 cumulative hours or three consecutive shifts) of Missed Time – The first three days (24 cumulative hours or three consecutive shifts) of lost time due to an on-the-job injury, not including the date of injury, an employee shall be allowed to use extended sick leave or compensatory time, if available. The first three days (24 cumulative hours or three consecutive shifts), not including the date of injury, are not subject to wage replacement until 14 calendar days**

**(80 cumulative hours) or a pro-rated equivalent amount of time for a part-time employee are missed from work.**

**26.E.2.d. – Workers’ Compensation Leave; Wage Replacement Provisions and Supplemental Income – When an employee has missed three days (24 cumulative hours or three consecutive shifts) and receives workers’ compensation wage replacement benefits, an employee shall have the option of supplementing the workers’ compensation wage replacement by charging one third of the total missed time due to an on-the-job injury to extended sick leave, and then paid time off (if available) when extended sick leave is exhausted. The remaining two thirds of the missed time will be recorded as leave without pay. The designated coordinator shall report the leave as “workers’ compensation leave,” “FML” (or “medically certified leave”, if applicable), “extended sick leave” or “paid time off” (if available) when extended sick leave is exhausted, or “leave without pay” as applies to the situation which shall run concurrently on the monthly leave record.**

**Employees whose two thirds wage replacement amount exceeds the State Division of Workers Compensation maximum benefit rate and who ordinarily would not receive the full two thirds workers’ compensation wage replacement shall be allowed to use accrued extended sick leave, then paid time off (if available) when extended sick leave is exhausted, to make up the remaining two thirds payment. Such leave shall be reported to payroll for employee to receive pay.**

**If the employee is unable to return to work after exhausting extended sick leave and paid time off and has been afforded all rights to FML and medically certified leave, and no reasonable accommodation is available for the employee to return to work, the Administrative Authority may, in consultation with the Human Resources Division, proceed according to the provisions for involuntary termination under Rule 32.**

**An employee may only use accrued extended sick leave and paid time off to supplement workers’ compensation wage replacement. An employee is not eligible to use compensatory time off to supplement workers’ compensation wage replacement.**

**26.E.2.e. – Workers’ Compensation Leave, Wage Replacement Provisions and Leave Without Pay – If an employee does not choose to supplement workers’ compensation wage replacement income by using extended sick leave, or paid time off (if available) when extended sick leave is exhausted, or if an employee has exhausted extended sick leave and paid time off, the designated coordinator shall report the entire missed time for the on-the-job injury as “workers’ compensation leave,” “FML” (or “medically certified leave”, if applicable)”, and “leave without pay” to run concurrently on the monthly leave record.**

If the employee is unable to return to work after exhausting all accrued extended sick leave and paid time off, and has been afforded all rights to FML or medically certified leave, and no reasonable accommodation is available for the employee to return to work, the Administrative Authority may, in consultation with the Human Resources Division, proceed according to provisions for involuntary termination under Rule 32.

**26.E.2.f. – Continuation of Benefits – Continuation of benefits shall be in accordance with Rule 27.E., if applicable.**

**26.E.2.g. – Leave Benefits – An employee shall accrue paid time off and extended sick leave while on workers’ compensation leave as set forth in Rule 26.A.1.e. No adjustment in computing service dates, seniority, annual performance increases, or leave accrual rates shall be made as a result of any such leave taken. These and other benefits shall not be adversely affected except that retirement service credit and final average salary shall be determined in accordance with PERA rules and regulations.**

**26.F. – Administrative Leave With Pay – The Administrative Authority may grant paid leave to employees for reasons determined to be for the good of the state, including, but not limited to, participate in community volunteer activities, and to participate in official activities of employee organizations.**

With the exception of employees deemed essential to operation of the courts and/or probation services, an Administrative Authority shall grant paid administrative leave for up to fifteen working days per calendar year to employees called to duty on a civil air patrol mission or as a qualified volunteer with a qualified volunteer emergency services organization as determined by the state Department of Local Affairs for the purpose of assisting in a disaster as directed by a county, sheriff, local government, local emergency planning committee or state agency, so long as the service is satisfactorily performed and the employee returns to his/her position the next scheduled workday after being relieved from service. An exception may be made if the employee is unable to return to work due to injury or circumstances beyond the employee’s control if the employee notifies the employer as soon as practicable, but prior to the next scheduled work day. If such exception applies, additional leave shall be granted. Certified disaster volunteers of the American Red Cross may be granted up to 5 work days of paid administrative leave to respond to a disaster. Written documentation of the dates and times volunteer services were rendered shall be provided by the employee to the Administrative Authority upon return to work.

**26.G. – Victim Protection Leave – Victim protection unpaid leave shall be granted for up to 24 work hours (prorated for part-time employees) per calendar year for victims of stalking,**

sexual assault, domestic abuse or any other crime the underlying factual basis of which has been found by a court of record to include an act of domestic violence. An employee must have one year of continuous state service to be eligible and shall substitute paid time off to cover the absence if available. Victim Protection Leave is available for the following purposes: to seek a civil protective order; to obtain medical or mental health treatment for the employee and/or the employee's children; to secure safe housing; or to obtain legal assistance. All information related to a request for such held confidential and maintained in a separate file other than the employee's personnel file with limited access.

**26.H. – Court Closure Leave** – Court closure leave with pay may be granted by the Administrative Authority when the court is closed due to weather or other emergency reasons. Such leave may only be granted for employees who are physically present or scheduled to be physically present at the time of the closure and shall not apply to those who are either not scheduled to work or are on leave at the time of the closure.

**26.I. – Leave Without Pay**

**26.I.1. – Granting of Leave Without Pay**

**26.I.1.a. – Up to 30 days of leave without pay may be granted to an employee at the discretion of the Administrative Authority.**

**26.I.1.b. – When recommended by the Administrative Authority and approved by the State Court Administrator, or designee, an employee may be granted leave without pay for justifiable personal reasons for a period not to exceed a total of 12 months leave under Rule 26.I.**

**26.I.2. – Conditions and Limitations**

**26.I.2.a. – Unless otherwise specified in these rules, leave without pay shall not be granted until all accrued paid time off has been exhausted. Use of leave without pay must be authorized by the appropriate Administrative Authority, or such authority's designee, prior to being taken if the leave is not associated with qualified leave as defined in Rule 35 (59).**

**26.I.2.b. – Employees on leave without pay shall not earn extended sick leave or paid time off for that month if the employee does not work or is not on authorized qualified leave for 128 scheduled working hours in that month, or a prorated equivalent thereof for part-time employees. Periods of leave without pay, unless otherwise noted in these rules, shall not be credited as service for purposes of calculating accrual rates of paid time off or other benefits.**

Length of service dates are adjusted one month forward for every 173 hours of leave without pay accumulated in the previous 12-month period.

**26.J. – Furlough Leave**

**26.J.1. – Definition** – Furlough leave is a form of unpaid leave during which benefits and service credit are earned and accrued as though the employee were at work.

**26.J.1.a – Mandatory Furlough Leave** – At the State Court Administrator, or designee’s discretion, mandatory furloughs may be imposed at any time.

**26.J.1.b. – Voluntary Furlough** – When the need arises due to budget constraints as determined by the State Court Administrator, or designee, an employee may request voluntary furlough with the approval of the Administrative Authority and the State Court Administrator, or designee.

**26.J.2. – Conditions and Limitations**

**26.J.2.a. – Furlough leave may be taken prior to any other leave being taken.**

**26.J.2.b. – An employee's position shall not be filled by any means for such time that an employee is on furlough leave.**

**26.J.2.c. – Requests for furlough will only be considered when authorized by the Administrative Authority because of budget constraints. An employee on furlough shall earn paid time off and extended sick leave and continue to receive service credit as if the furlough had not occurred.**

**26.J.3. – Leave Benefits** – No adjustment in computing length of service dates, seniority, earning of paid time off, extended sick leave, or leave accrual rates shall be made as a result of any such leave taken. These and other service benefits shall not be adversely affected except that retirement service credit and final average salary shall be determined in accordance with PERA rules and regulations.

**26.K. – Educational Leave**

**26.K.1. – Granting of Educational Leave** – When recommended by the Administrative Authority and approved by the State Court Administrator, or designee, an employee may be granted educational leave with full pay, partial pay, or no pay for a period not to exceed 12 months. Any course or program for which educational leave is granted must be directly

related to the employee's work and the increased knowledge must benefit the Judicial Department.

**26.K.2. – Limitations and Conditions**

**26.K.2.a. – Upon completion of educational leave with full or partial pay, an employee shall return to employment in the Judicial Department for a period at least equal to the time granted for educational leave. The employee shall sign an agreement to this effect prior to being granted educational leave.**

**26.K.2.b. – An employee on educational leave with full or partial pay shall be credited with service toward annual performance increases.**

**26.L. – Military Leave**

**26.L.1. – In accordance with The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) 38 U.S.C. §§ 4301-4333, an employee who is a member of the National Guard or Armed Forces Reserve shall be granted military leave for training or service.**

**26.L.2. – Of this amount of time, a maximum of 15 working days in any calendar year shall be granted as military training leave with pay, which shall not be charged as any part of paid time off or other compensatory leave.**

**26.L.3. – After military leave with pay has been exhausted, military leave without pay shall be granted for the entire period of service plus any period of additional service imposed by law up to a total maximum of five years. Such leave is not a break in service.**

**26.L.4. – At the request of the employee, accrued paid time off shall be used before the employee is placed on active military leave without pay, regardless of the employee's length of service.**

**26.L.5. – The employee must provide to the administrative authority reasonable advanced notice of the need for military leave, unless notice is impossible, unreasonable or precluded by military necessity, and provide a copy of the official, written military orders in order to establish eligibility for protection under USERRA.**

**26.L.6. – Prior to returning to work, an employee on military leave shall submit an application for reinstatement and provide a copy of his or her honorary discharge or other**



form of military release indicating the military service was satisfactory. An employee who fails to return at the time set forth below shall be deemed to have resigned:

**26.L.6.a. – 1 to 30 days:** Not later than the beginning of the first regularly scheduled work day following the end of the military duty and the expiration of eight hours, plus reasonable commuting time from the military duty station to home.

**26.L.6.b. – 31 to 180 days:** Application for reinstatement must be submitted not later than 14 days after completion of military duty.

**26.L.6.c. – 181 or more days:** Application for reinstatement must be submitted not later than 90 days after completion of military duty.

**26.L.7. –** An employee who is discharged from military service under honorable conditions shall be reinstated immediately and shall be entitled to the following position:

(a.) 1 to 90 days: Exact job

(b.) 91 or more days: Exact job or a position of like seniority, status and pay

(c.) An employee may continue benefits coverage or cancel benefits coverage while on leave without pay and upon reinstatement shall be entitled to reinstatement of benefits coverage as well.

(d.) Reinstated employees shall have no adjustments in computing length of service dates or seniority as a result of military leave taken.

#### **26.M. – Short Term Disability**

**26.M.1. –** All employees may apply for disability payments. Employees who are approved by the short-term disability carrier, will receive disability payments. At the discretion of the Administrative Authority, employees may be granted leave without pay as provided for in Rule 26.I. Family and medical leave, as defined in Rule 26, may run concurrently with leave related to a short term disability. Employees shall not use paid time off or extended sick leave to be paid for the same period of time for which they are receiving disability payments.

**26.M.2. –** Disability payments will not commence until after the required waiting period and all extended sick leave has been exhausted.

**26.M.3. –** Short-term disability benefits are available for up to one-hundred and eighty days. The one-hundred eighty days includes any waiting period imposed by the insurance carrier. An employee must apply for short-term disability benefits at the onset of the illness or injury or at least 30 days prior to the exhaustion of all accrued extended sick leave. The employee must notify the Administrative Authority at the time that a benefit application is submitted.

## **26.N. – Family and Medical Leave**

**26.N.1. – Purpose – Family and medical leave is a period of unpaid leave of absence that is granted to an eligible employee under circumstances and conditions specified below. Family and medical leave provide time off work, but do not provide for pay continuation during that time. Any continuation of pay during a period of family and medical leave will occur only if a pay continuation provision also applies during that time.**

**26.N.2. – Eligibility – To be eligible for family and medical leave, an employee must have been employed at least a total of 12 months with the State of Colorado on the date the leave is to commence, and must have worked at least 1,250 hours during the 12 months preceding the date on which the leave is to commence. The 12 months of total employment need not be consecutive months, and employment for any part of a week counts as a week of employment.**

**26.N.3. – Granting of Family and Medical Leave – Employees shall provide proper medical certification, including additional medical certificates and fitness-to-return certificates as set forth in these rules. If the employee does not provide the required medical certificates, the Family Medical Leave request may be denied. An eligible employee will be granted family and medical leave for one or more of the following reasons:**

- (a.) Inability of the employee to perform the functions of his/her position due to a serious health condition.**
- (b.) Attendance at birth of the employee's own child or at the birth of a child to be placed with the employee for adoption or foster care;**
- (c.) Bonding time with the employee's newborn or newly placed child if within 12 months after birth or placement;**
- (d.) Absences which are required before the placement of a child with the employee for adoption or foster care as necessary for the placement to proceed;**
- (e.) Serious health condition of employee's child, including adult children not living in the employee's home, spouse, domestic partner or partner in a civil union, parent, including parents not living in the employees home, OR the serious health condition of a person living in the employee's household for whom the employee is the primary caregiver, if such leave is medically necessary for the care of that person, child, spouse or parent or to assist in their recovery.**
- (f.) Qualifying exigency due to a spouse, domestic partner or partner in a civil union, child or parent being on or being called to active duty in the Armed Forces, including the National Guard and Reserves for deployment to a foreign country in support of a contingency operation. Please refer to 26.N.10.(h.) for a list of activities covered under qualifying exigency.**

- (g.) Care of employee's spouse, domestic partner or partner in a civil union, child, parent or next of kin who is a member of the Armed Service, including the National Guard and the Reserves or covered veteran within five years of service, with a serious injury or illness incurred in the line of duty while on active duty or which existed before the beginning of the service member's active duty and was aggravated by service in the line of duty while on active duty. A covered veteran is one who has been discharged or released under conditions other than "dishonorable" within five years of the day the employee first takes leave for his or her care.

**26.N.4. – Maximum Length of Family and Medical Leave –** With the exception of leave taken to care for an injured military service member, the maximum combined total time allowed for family and medical leave is 12 work weeks in an event year basis, except in certain circumstances where both spouses work for the Judicial Department. A total of 26 workweeks of leave (including any other approved family and medical leave in a single 12 month period) are available to care for an injured or ill family member serving in the Armed Forces, as provided under this rule.

A workweek for full-time employees is 40 hours in an established seven-day period. For part-time employees a workweek is a proportional amount of 40 hours based on the number of hours normally worked in an established seven-day period.

Where both spouses work for the Judicial Department, the spouses are limited to 12 workweeks of leave in total during an event year for leave that is taken for the birth of a child, for the placement for adoption or foster care of a child, for the care of a child after birth or placement or for the care of an employee's parent with a serious health condition. Spouses are limited to an aggregate total of 26 workweeks of leave in a single 12 month period (including any other family and/or medical leave during that same period) for the care of a seriously injured or ill family member serving in the Armed Forces, as provided under this rule.

**26.N.5. – Substitution of Paid Leave–** Periods of family and medical leave may run concurrently with any applicable accrued leave and/or any payment continuation plan to which the employee is eligible. Employees are required to use all available accrued leave, prior to taking leave without pay, as provided for under the Judicial Department's accrued leave plan. Family and medical leave is without pay when available pay-continuation benefits are exhausted or not accessible.

Paid time off and extended sick leave will accrue during periods of unpaid family and medical leave. Designated holidays are granted during unpaid family and medical leave.

**26.N.6. – Request for Leave – The employee should inform the supervisor of the need for leave through the regular request and authorization for leave of absence process. If the necessity for the leave is foreseeable, the employee must notify the supervisor of the request for leave 30 days in advance, or as soon as practicable before the leave is to commence. If the leave is unforeseeable, the employee should give notice to the supervisor of the need for leave as soon as practicable under the circumstances, normally within one or two working days.**

**The Administrative Authority will designate leave, paid or unpaid, as qualifying for family and medical leave based on information provided by the employee. In the event that the Administrative Authority does not have sufficient information about the reason for an employee's use of requested leave, the Administrative Authority may inquire further to ascertain whether the requested leave may qualify as family and medical leave. Family and medical leave may be approved conditionally pending receipt of required documentation.**

**Upon a determination that the requested leave may qualify as family and medical leave, the supervisor will so notify the employee and will request that the employee complete and submit such additional forms as are required for family and medical leave. The employee must complete the forms and provide appropriate documentation, as may be requested, to verify the reasons for the leave. Any request for leave based on a serious health condition, whether it involves the employee or a family member, must be supported by appropriate medical certification.**

**Failure of the employee to provide notification and appropriate medical certification within 15 days may result in delayed approval. In all cases of leave for serious health condition, the Judicial Department reserves the right to request a second medical opinion at the department's expense, and may request additional certifications at 30-day intervals, if appropriate.**

**26.N.7. – Intermittent Leave/Reduced Work Schedule – In limited circumstances as described below, an employee who is eligible for family and medical leave may be permitted to work a reduced schedule of hours per workweek or hours per workday, or may take intermittent leave of separate blocks of time rather than one continuous period of time.**

**In cases of a serious health condition of the employee or a family member, such leave will be permitted only in circumstances when it is medically necessary. Appropriate medical certification will be required.**

**Where a reduced work schedule or intermittent leave is foreseeable based on planned medical treatment, the Judicial Department reserves the right to transfer the employee**

temporarily to another position with equivalent pay and benefits that better accommodates the employee's recurring periods of leave.

Employees who are eligible for family and medical leave to bond with a newborn or newly placed child must take the leave in a continuous block of time unless approved for intermittent leave or a reduced work schedule by the Administrative Authority. The Administrative Authority may review the individual circumstances involved in considering such requests, and may take into account the employee's length of service, number of requests, duties, work load and employee's job performance in making such decisions.

Any leave granted, based on a reduced work schedule or intermittent leave, will be treated in the same manner as other absences of family and medical leave.

**26.N.8. – Continuation of Benefits** – An employee on unpaid family and medical leave will be retained on the Judicial Department's group insurance plans the same as active employees, except that the employee must make arrangements with the person who processes payroll for the payment of the employee's portion of the insurance premiums. The Judicial Department will continue to pay the employer's share of the premiums throughout the unpaid family and medical leave period.

If the employee is able but does not return to work after the expiration of the leave, the employee will be required to reimburse the Judicial Department for any payment of employer shares of insurance premiums paid on their behalf by the Judicial Department during the family and medical leave.

**26.N.9. – Return from Family and Medical Leave** – An employee returning from family and medical leave will be reinstated to the same or an equivalent position. An equivalent position is one having virtually identical pay, benefits and working conditions and involving the same or substantially similar duties and responsibilities.

A completed and signed Fitness to Return to Work form is required to verify an employee's ability to return to work following any hospitalization, or absence of more than 3 days due to the employee's serious health condition, or for any absence where reasonable job safety concerns exist. Failure to provide this form may result in a delay of the employee's return to work. Once a health care provider has certified that an employee on family and medical leave is physically able to perform his or her work duties, the Administrative Authority or designee may require that the employee return to work by a specific date, unless continued time away from work is authorized under other provisions of these rules. Failure to report to work on the specified date may result in disciplinary action.

**26.N.10. – Definitions – The following terms shall have the stated meanings:**

- (a.) CHILD:** A biological, adopted, foster, or step son or daughter, a legal ward or a child with whom a person stands “in loco parentis” who is under the age of 18, or if 18 years or older, is incapable of self-care because of a mental or physical disability.
- (b.) DOMESTIC PARTNER:** An individual with whom the employee is in a domestic partnership registered with a city of domicile or the state.
- (c.) CIVIL UNION:** The legal relationship between two unmarried adults, regardless of gender, certified and licensed as a civil union by a county clerk and recorder.
- (d.) HEALTH CARE PROVIDER:** A licensed doctor of medicine or osteopathy, podiatrist, dentist, clinical psychologist, optometrist or chiropractor (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by x-ray to exist), nurse-practitioner, nurse-midwife or clinical social worker working within the scope of that person’s practice; or Christian Science practitioner.
- (e.) IN LOCO PARENTIS:** A person who has assumed and discharges the obligations of a parent to a child by taking on the responsibilities for day-to-day care or financial support of the child, regardless of any legal or biological relationship.
- (f.) INCAPACITY:** Inability to work, attend school, or perform other regular daily activities.
- (g.) PARENT:** The biological or adoptive parent of an employee, or an individual who stood in loco parentis to an employee when the employee was a child. This term does not include parents “in law”.
- (h.) PHYSICAL OR MENTAL DISABILITY:** An impairment that substantially limits one or more of the major life activities of an individual.
- (i.) PRIMARY CAREGIVER:** A person who has primary responsibility for the care of another person, for attending to that person’s physical and emotional needs.
- (j.) QUALIFYING EXIGENCY:** Certain activities which arise when a military spouse, child or parent of an employee is deployed to covered active duty in a foreign country including without limitation: attending military sponsored events and related activities such as official ceremonies, programs, military personnel and/or family support or assistance programs, counseling sessions, and informational and post-deployment briefings; making necessary financial and legal arrangements; arranging alternative child care and related activities; arranging alternative care of a parent who is incapable of self-care and related activities; taking leave for up to 15 calendar days to be with a

covered military family member while on short-term temporary rest and recuperation leave during deployment; and other activities agreed to by the Administrative Authority as a qualifying exigency, including issues arising from short notice (seven days or less) deployment.

- (k.) **SERIOUS HEALTH CONDITION:** An illness, injury, impairment, or physical or mental condition that involves:
- (i.) Inpatient care in a hospital, hospice, or residential medical care facility, including any period of incapacity or treatment in connection with or consequent to such inpatient care.
  - (ii.) Continuing treatment by a health care provider, which includes a period of incapacity of more than three calendar days or treatment by a health care provider on at least one occasion which results in a regimen of continuing treatment under the supervision of the health care provider. Treatment includes, but is not limited to, diagnostic examinations to determine if a serious health condition exists and evaluations of the condition. Treatment does not include routine physical examinations, eye examinations, or dental examinations.
  - (iii.) Any period of incapacity due to pregnancy, prenatal care, or the birth of a child.
  - (iv.) Continuing treatment by or under the supervision of a health care provider for a chronic or long-term health condition that is incurable or so serious that, if not treated, would likely result in a period of incapacity of more than three calendar days.
  - (v.) Any period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective, but which requires continuing supervision by a health care provider.
  - (vi.) Any period of incapacity of three calendar days or more involving continued treatments by or under the supervision of a health care provider for restorative surgery after an accident or other injury. Voluntary or cosmetic treatments which are not medically necessary are not serious health conditions unless inpatient hospital care is required.
- (l.) **SPOUSE:** Husband or wife as defined or recognized under Colorado law for purposes of marriage, including common law marriage.

**26.O. – Volunteer Firefighter Leave** – The Administrative Authority shall allow the absence of an employee who is a volunteer firefighter to respond to an emergency summons so long as the employee is not deemed essential to the operation of court and probation services. To qualify for such leave, the employee must have previously provided written documentation

from the Fire Chief notifying the Administrative Authority of the employee's status as a volunteer firefighter; the emergency must be within the response area of the Fire Department for which the employee volunteers and of such magnitude that the emergency summons issued requires all firefighters of the Department to respond; and the employee must provide the Administrative Authority with a written statement from the Fire Chief verifying the time, date and duration of the employee's response. All leave taken shall be in accordance with Rule 26, if applicable.

**26.P. – Parental Involvement in K-12 Education Act – All employees shall be allowed to use up to 18 hours of unpaid leave or PTO per academic year, pro-rated for part-time employees, to attend their children's academic activities. Such leave is available to parents and legal guardians of a child for the purpose of attending parent-teacher conferences and/or meetings related to special education services; and for response to intervention, dropout prevention, attendance, truancy or discipline. An employee may be required to provide written verification of the academic activity from the school.**

An employee shall make a reasonable attempt to schedule academic activities outside of regular work hours. In emergency situations, the employee shall provide notice as soon as practicable for parental involvement leave. In all other cases, an employee shall provide a minimum of at least one week advance notice of the need to take parental involvement leave.

**26.Q. – Sabbatical Leave – The State Court Administrator, or designee, may at times enact a policy related to sabbatical leave as a form of unpaid leave.**



## **RULE 27 - BENEFITS**

### **27.A. – General Principles**

**This rule applies to all employees eligible for the State of Colorado benefits plan. The Colorado Judicial Department reserves the right to add, modify, or discontinue any state group benefits as deemed necessary.**

### **27.B. – Employee Responsibilities**

**Employees are responsible for knowing, understanding, and adhering to these rules, plan documents for the terms and conditions of coverage, and eligibility and enrollment requirements in order to make timely and informed choices and will be responsible for the impact of those choices once made. Plan documents can be found on the State benefits website.**

### **27.C. – Eligibility**

**Employees and their dependents must meet the eligibility requirements as defined in state law, plan documents, and applicable personnel rules to qualify for enrollment in the state group benefit plans.**

### **27.D. – Coverage of Benefits**

**Coverage in group benefit plans is effective on the first day of the month following the date of hire or initial eligibility unless otherwise specified by the benefit contracts, law, or regulations. All coverage is prospective from the date of entry into the official benefit administration system or date of the qualifying event, whichever is later, except for initial coverage for new employees and newborn children. Elections made during open enrollment are effective the first day of the new plan year. Termination of coverage is subject to applicable law and regulation, plan documents, and contracts consistent with the below provisions.**

**27.D.1. - If at any time during the plan year, any dependent ceases to meet the eligibility criteria, coverage ends on the last day of the month in which that dependent becomes ineligible.**

**27.D.2. - Coverage in state group benefit plans is terminated on the last day of the month that employment ends.**

### **27.E. – Payment of Contributions**

**Employees must make an irrevocable election for the plan year to have contributions deducted on a pre-tax or after-tax basis as defined by the State of Colorado Salary Reduction Plan, law and regulations, rule, and written directives. After an election has**

been made, employees can only change their contribution tax status during the open enrollment period. The employee's contribution is deducted from the employee's pay or, under certain circumstances, paid by personal payment for the selected state group benefit plan. Employees are responsible for benefit premiums from the effective date of the coverage. If it is discovered that benefit premiums in whole or in part were not withheld from the employee's paycheck, a deduction for the amount will be taken from subsequent paycheck(s) or paid by the employee through personal payment.

An enrolled employee who works or is on qualified leave one or more regularly scheduled, full workdays in a month is eligible for the full state benefit contribution. When an employee is on leave, the Judicial Department shall continue to pay the state contribution for noncontributory, fully paid benefits (e.g., life and short-term disability) as long as the employee remains on the payroll, regardless of status.

**27.E.1. - During qualified leave or mandatory furlough, the employee contribution continues to be paid through payroll deduction and the Judicial Department continues to pay the state contribution.**

**27.E.2. - During unpaid leave, including periods of Short-Term Disability, the employee shall pay the total premium (employee and employer contributions) to the Judicial Department within the month of coverage, except as follows.**

**27.E.2.a. - During unpaid family and medical leave, the Judicial department shall continue to pay the state contribution as long as the employee continues to pay the employee contribution by the due date specified in the family and medical leave notice. If the employee fails to pay the employee contribution when due, coverage may be terminated but shall be reinstated upon return to work. In the event any contributions are owed upon the employee's return to work or should the employee fail to return to work, such contributions shall be collected from the employee. If the employee fails to return after the leave, any contributions due may be recovered as specified by federal regulations.**

**27.E.2.b. - While an employee is on voluntary furlough, medically certified leave, workers' compensation leave, or disciplinary suspension, the Judicial Department shall continue to pay the state contribution as long as the employee continues to pay the employee contribution in a timely manner. If the employee fails to pay the employee contribution by the due date, coverage may be terminated and the employee must wait for the next annual open enrollment to re-enroll.**

**27.E.3. - An employee on unpaid military leave will be retained on the Judicial Department's group insurance plans the same as active employees, except that the employee must make arrangements with the person who processes payroll for the payment of the employee's portion of the insurance premiums. The Judicial Department will continue to pay the employer's share of the premiums throughout the duration of unpaid military leave.**

**27.F. – Appeal Procedures**

**Appeals of eligibility for state group benefit plans must be submitted in writing to the state personnel director, at the address below, within 31 days of receipt of the ineligibility decision. Use of the standard "Colorado State Employees Group Benefits Eligibility Determination Appeal Form" found on the Director's website is required.**

**Department Of Personnel and Administration  
Division of Human Resources  
1525 Sherman Street  
Denver, CO 80203**

**The Director will issue a final written decision within 90 days of receipt of the appeal. The ineligibility decision will be overturned only if found to be arbitrary, capricious or contrary to rule or law. Appeals of denied claims under any of the state group benefit plans shall follow the specific appeal process provided by the plan defined in the specific contract, plan document, summary plan description, or regulated entity. The provider will issue a final written decision in accordance with its process.**

**27.F.1. - Appeals of denied claims under fully insured plans are regulated by the State of Colorado Division of Insurance, and follow the plan's appeal process as defined in the contract and plan document.**

**27.F.2. - Appeals of denied claims under self-funded plans are not regulated by the State of Colorado Division of Insurance, and follow the third-party administrator's appeal process as defined in the contract and plan document.**

**27.G. – Colorado State Employee Assistance Program**

**Services provided include, but are not limited to, counseling services, crisis intervention, consultations with supervisors and managers, facilitated groups, trainings, and workshops. All Judicial Department employees may participate in the program.**

**27.G.1. -The program may request the participation of other persons if necessary to provide effective assistance to the employee.**

**27.G.2. - The limit per employee is one six-session course of counseling in a 12-month period. At the discretion of the counselor, additional sessions may be authorized.**

## **PART 7 - EMPLOYEE APPRAISAL AND DISCIPLINE**

### **RULE 28 - PERFORMANCE APPRAISAL OF EMPLOYEES**

#### **28.A. – Annual Performance Appraisals**

**28.A.1. – The State Court Administrator, or designee, shall establish a system for annual appraisal of the job performance of all employees. The annual appraisal period shall be January 1 through December 31. This period shall be considered the annual appraisal period. An employee must be employed by December 31<sup>st</sup> of the appraisal year in order to be included in the annual performance appraisal process.**

**28.A.2. – The job performance of each employee shall be appraised in accordance with procedures established by the State Court Administrator, or designee.**

#### **28.B. – Appraisal Report Content**

**28.B.1. – The State Court Administrator, or designee, shall provide appraisal report forms, which shall include, but not be limited to, the rating of the employee's overall performance.**

**28.B.2. – The report shall include, but not be limited to, appraisal of the employee's performance in specific areas related to the job as measured against standards established by the State Court Administrator, or designee, as well as recommendations for improvement where appropriate. An evaluator shall also include comments on each scoring criteria which provides information regarding strengths and weaknesses.**

**28.B.3. – Scoring – Evaluators may not give an overall perfect score of 6 on the performance appraisal. However, the evaluator may score a 6 on individual criteria. When an evaluator provides a perfect score on all criteria, the appraisal shall be rejected and returned for revision. The Administrative Authority shall oversee the second appraisal for compliance.**

**28.B.4. – Failure to complete a performance appraisal – The responsibility for completing performance appraisals shall be assigned to the supervisor, except that when no performance appraisal has been completed by the supervisor, the Administrative Authority or designee shall complete the appraisal. To be deemed “completed” a supervisor must complete the evaluation, and also meet with and discuss the evaluation with the employee by June 30<sup>th</sup> of the appraisal year. If an employee is on authorized leave during this time, the supervisor must meet with the employee within 15 calendar days of the employee’s return. Appropriate corrective or disciplinary action shall be considered for failure of a supervisor to complete an appraisal.**

## **28.C. – Appraisal Procedure**

**28.C.1. – The appraisal of an employee shall be made by the supervisor to whom the performance appraisal has been delegated, and approved by the Administrative Authority.**

**28.C.2. – Essential functions scores and any comments may be altered or eliminated after the completion of the appraisal by the supervisor if approved and requested by the Administrative Authority.**

**28.C.3. – A copy of the performance appraisal shall be provided to the employee. An appraisal meeting shall be held between the evaluator and the employee. The Administrative Authority may elect to attend the conference. All participants shall sign the performance appraisal cover page. The employee's signature on the performance appraisal cover page, or electronic acknowledgement through the performance appraisal software, shall indicate that the employee has seen the appraisal, but not necessarily that the employee agrees with the content.**

**28.D. – Employee Request for Review – An employee may request a review of the appraisal in writing to the Administrative Authority within 5 working days after the appraisal meeting. The Administrative Authority shall review the appraisal, soliciting input from the party's direct supervisor, as deemed appropriate.**

**The Administrative Authority shall render a decision in writing within 30 days after receipt of the request for review, which shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.**

**28.D.1. An employee whose performance appraisal is completed by the Administrative Authority may request a review of the appraisal in writing to the next line of authority within 5 working days after the performance appraisal meeting. If no next line of authority exists, the employee may request a review by the Director of Human Resources. The Director of Human Resources shall review the appraisal and may provide recommendations to the Administrative Authority within 30 days after receipt of the request for review. This review shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.**

**Classified employees, except for those employees found under Colorado Judicial System Personnel Rule 33.C.2 may file a request for review of their performance appraisal for the following reasons:**

- (1) The performance appraisal comments could be construed as discriminatory in nature;
- (2) A certified employee was placed on performance probation as a result of a score of 2.75 or below;
- (3) The employee did not receive a performance appraisal; or
- (4) No comments were provided in order to substantiate the numerical scores given.
- (5) Performance activity that is documented in a performance appraisal which did not occur during the performance appraisal period in which the employee was to be evaluated.

In addition to any other matters excluded from the grievance procedure elsewhere in these rules, the following matters are not subject to the appeals procedure:

- (1) Design of the pay for performance program,
- (2) Standardized performance appraisal criteria,
- (3) Matters related to the funds appropriated for pay for performance,
- (4) Performance Management Team member appointments,
- (5) The assignment and membership of groups,
- (6) The appraisal and award of other employees, or
- (7) The amount of a performance award including whether it is base or non-base building, any combination or none, unless the issue involves the application of the department's performance pay program.

The review process for grievances shall be conducted in accordance with Colorado Judicial System Personnel Rule 33.

#### **28.E. – Effect of Appraisal**

**28.E.1. – Satisfactory Appraisal** – If a classified employee's (except Law Clerks, Appellate Law Clerks, and Senior Appellate Law Clerks), overall performance rating is 3.0 or above on the annual performance appraisal, pay for performance may be granted in accordance with the annual compensation plan.

#### **28.E.2. – Unsatisfactory Appraisal**

**28.E.2.a. –** Employees who receive a performance rating of 2.99 or below shall not be given a performance increase. Employees scoring 2.75 or below shall not receive a performance increase and shall be placed on performance probation for a period of 90 days. The employee's performance shall be re-evaluated by the supervisor, with final approval of the evaluation by the Administrative Authority prior to the expiration of the 90 day

**probationary period. Probationary and interim performance appraisals conducted outside of the annual performance period are not eligible for pay for performance increases. An employee on performance probation retains his/her status as a certified employee during the performance probation period.**

**28.E.2.b. – If at the end of the period of performance probation the employee's performance is rated 2.76 or above, the employee shall not receive a performance increase and does not become eligible for a performance increase until the next annual review period as administered by the State Court Administrator's Office.**

**28.E.2.c. – If at the end of the period of performance probation a certified employee's performance is evaluated as 2.75 or below, the employee shall be subject to corrective or disciplinary action.**

**28.F. – Performance Documentation – The performance appraisal cover page shall be placed in the employee's personnel file. All other reports provided to the employee are for the employee and supervisor's purposes of professional development and shall not be placed in the personnel file.**



## **RULE 29 - CORRECTIVE AND DISCIPLINARY ACTIONS**

### **29.A. – Responsibility**

**29.A.1. – The responsibility for administering corrective and disciplinary actions shall be vested in the Administrative Authority. As the foremost Administrative Authority for the Judicial Department, the Chief Justice of the Supreme Court may take corrective or disciplinary action over any employee within the Judicial Department, consistent with these rules. At-will employees, including those listed under Rule 33.C.2 and Rule 34.B.2, are not subject to the procedures for corrective or disciplinary action set forth in this rule.**

**29.A.2. – In determining whether to administer a corrective or disciplinary action the Administrative Authority may consider the nature, extent, seriousness and effect of the act, error or omission committed; the type and frequency of previous undesirable behavior; the period of time that has elapsed since a prior offensive act; the previous performance appraisal of the employee; an assessment of information obtained from the employee; and any mitigating circumstances. The Administrative Authority will also consult with the Human Resources Division before administering any corrective or disciplinary action.**

### **29.B. – Corrective Action**

**29.B.1. – A corrective action is a written warning, reprimand or censure which is taken to correct and improve an employee's job performance, and which does not affect the employee's current pay, status or tenure.**

**29.B.2. – Actions may be administered for the causes listed in section D.1. of this rule.**

**29.B.3. – Corrective actions may be administered concurrently with disciplinary actions.**

**29.B.4. – Except for those employees listed in Rule 33.C.2, prior to administering a corrective action the Administrative Authority shall meet with the employee involved to present information regarding the reasons for considering corrective action and to give the employee the opportunity to respond or present mitigating evidence. This meeting is not a formal hearing, and there shall be no right to legal counsel or other representative for any participant.**

**29.B.5. – A corrective action shall be in writing and shall contain the following information:**

- (a.) The area(s) of needed improvement;**
- (b.) The remedial step(s) the employee must take to make the improvement(s);**

- (c.) The time allotted to the employee to make the improvement(s);
- (d.) The consequences the employee will face for failure to improve;
- (e.) The signature of the Administrative Authority administering the corrective action;
- (f.) The signature of the employee acknowledging receipt of the corrective action.

**29.B.6. – A copy of the corrective action shall be placed in the employee's personnel file. A copy shall also be forwarded to the Director of Human Resources.**

**29.B.7. – The corrective action may, at the discretion of the Administrative Authority, be removed from the employee's personnel file after a period of two years of satisfactory performance following a corrective action, including satisfactory performance in the areas identified in the corrective action, upon request of the employee. A corrective action may contain a statement that the action may be removed from the employee's personnel file after a specified period of time less than two years if the employee satisfactorily complies with the terms of the corrective action. A copy of any corrective action removed from an employee's personnel file may not be a basis for any subsequent corrective or disciplinary action, but may be considered as evidence that the employee was on notice of the problems identified therein. Any removed corrective action shall be clearly marked as such and maintained, along with the request for removal, by the Administrative Authority in a supervisory administrative file. The copy of the corrective action on file in the Human Resources Division will not be removed upon the same circumstances.**

**29.B.8. – The decision of the Administrative Authority with regard to corrective actions is final, and is not subject to the appeal, review or grievance procedures set forth in these rules.**

**29.C. – Disciplinary Action**

**29.C.1. – A disciplinary action is an action taken to penalize an employee for an offensive act or poor job performance. A disciplinary action adversely affects the current pay, status or tenure of the employee, and may include suspension, demotion, pay adjustment to a lower salary in the assigned pay range, dismissal, or any other appropriate action affecting the current pay, status or tenure of an employee.**

**29.C.2. – Disciplinary actions may be administered concurrently with corrective actions, and may be administered whether or not any corrective action has been taken prior to the disciplinary action.**

**29.C.3. – The disciplinary action of dismissal may be administered whether or not disciplinary action of a lesser nature was taken prior to the dismissal.**

**29.C.4. – Disciplinary actions may be administered for causes listed in section D.1. of this rule.**

**29.C.5. – Except for those employees listed in Rule 34.B.2., prior to administering a disciplinary action, the Administrative Authority shall issue a pre-disciplinary action letter and schedule a meeting with the employee involved to present information regarding the reasons for considering discipline and to give the employee an opportunity to respond or to present mitigating evidence. This meeting is not a formal hearing; however, the participants shall have the right to be represented by legal counsel, but no other representative, in accordance with Rule 25. A probationary employee shall not be entitled to a pre-disciplinary meeting. A ten calendar day notification period shall be provided to the employee before a pre-disciplinary meeting can be held. If the employee chooses, the employee may respond in writing rather than attend the meeting. Any written response shall be received by the Administrative Authority by the scheduled meeting time.**

**29.C.6. – If the Administrative Authority is contemplating a disciplinary action but reasonable efforts to notify the employee of the pre-disciplinary meeting fail, the Administrative Authority shall send the pre-disciplinary action letter and notice of meeting to the last known address of the employee indicating the possible need to administer disciplinary action and the reasons therefore. If the employee fails to appear at the pre-disciplinary meeting or respond in writing by the scheduled meeting time, the Administrative Authority may proceed with the disciplinary action.**

**29.C.7. – If disciplinary action is imposed, the Administrative Authority shall advise the employee in writing. The notice shall include:**

- (a.) The specific disciplinary action being imposed, and the reasons for its imposition, including specific details of the offense;**
- (b.) The remedial action to be taken, if any;**
- (c.) Notification that a second disciplinary action will result in termination, if appropriate; and**
- (d.) A statement of the employee's right, if any, to appeal the disciplinary action, including the time limit in which an appeal must be filed, and the name and address of the person with whom it is to be filed.**
- (e.) The signature of the Administrative Authority administering the disciplinary action.**
- (f.) The signature of the employee acknowledging receipt of the disciplinary action.**

**29.C.8. – One copy of the disciplinary action notice shall be placed in the employee's personnel file and shall not be removed. A copy shall also be forwarded to the Director of Human Resources.**

**29.C.9. – Except for the employees listed in Rule 34.B.2., an employee who has received a disciplinary action pursuant to this rule may request review of the action as provided in Rule 34.**

**29.D. – Causes for Corrective or Disciplinary Action**

**29.D.1. – Corrective or disciplinary action may be administered for causes, which shall include but not be limited to:**

- (a.) Failure to comply with requirements for acceptable job performance.**
- (b.) Misconduct, which includes, but is not limited to, violation of any department or local rule, procedure or policy.**
- (c.) Insubordination.**
- (d.) Failure or inability to perform duties assigned. For purposes of this rule, inability to perform duties assigned does not include inability for physical or mental reasons, which is covered by Rule 32.**
- (e.) Leave without pay without the proper authorization of the Administrative Authority, or the abuse of paid time off or extended sick leave for an absence, or inappropriate use of extended sick leave for a non-medically certified absence.**
- (f.) Violation of any federal, state or local criminal code when such offense adversely affects the employee's ability or fitness to perform duties assigned or may have an adverse effect on the Judicial Department if the employee continues such employment. Any corrective or disciplinary action imposed under this section shall be in addition to suspension imposed under section E. of this rule.**
- (g.) False statement of any material fact, or practice or attempted practice of deception or fraud, including such misconduct occurring in the application, examination, or interview process for employment.**
- (h.) Violation of any Colorado Judicial Department rule, policy, or Chief Justice Directive, including, but not limited to, Chief Justice Directive 08-06 (including the Colorado Judicial Department Code of Conduct, Colorado Judicial Department Drug Free Work Place Policy, Colorado Judicial Department Anti-Harassment Policy, Statement of Policy Relating to Acquired Immune Deficiency Syndrome, and Colorado Judicial Department Policy for Maintaining a Non-Violent Workplace), Chief Justice Directive 07-01 Concerning Use of Software Products on State-Owned Computers, or the Electronic Communications Policy.**

**29.D.2. – The employee shall be dismissed upon conviction of any felony. Conviction shall include a plea of nolo contendere or acceptance of a deferred sentence.**

**29.E. – Suspension of Employees under Disciplinary Investigation or Charged with a Crime**

**29.E.1. – Notification – An employee who is arrested or charged with any felony, any misdemeanor, or any traffic or petty offense involving drugs or alcohol, shall notify his/her Administrative Authority within three calendar days of being arrested or charged. The employee must notify the Administrative Authority upon final resolution of any filed charges.**

**29.E.1.a. – Suspension – An employee charged with a felony shall be suspended and allowed to use accrued paid time off from the date of the charge. Employees charged with a misdemeanor, or traffic offense involving drugs or alcohol, may be suspended at the Administrative Authority’s discretion dependent upon the type of work the employee performs and the impact of the evidence presented in the underlying charge on the employee’s ability to perform in the position. An employee shall be allowed to use accrued paid time off from the date of the charge. After the exhaustion of paid time off, the employee shall be informed of the exhaustion of all paid time off and placed on leave without pay pending the outcome of the action, including any appeal, or may separately be subject to corrective or disciplinary action. If the employee is not convicted, and if the employee has not otherwise been dismissed pursuant to the procedures of these rules, the employee shall be restored to the position and granted full pay and service credit for the period of suspension. If the employee is convicted, the employee shall not be compensated for the period of suspension. Conviction includes any plea or finding of guilt, including a plea of nolo contendere or acceptance of a deferred judgment and sentence. If the charges are dismissed and the employee has not separated from employment, the employee shall be compensated for the period of suspension and any used paid time off during the suspension shall be restored to the employee’s accruals.**

**29.E.2. – An employee may be given an administrative suspension with pay during the period of investigation of the employee's conduct relative to pending disciplinary action when there is reason to believe that the employee's continued presence may endanger the safety or welfare of the public, the Judicial Department's employees, facilities, or property, or when there is reason to believe that the employee's presence may impair the investigation. The Administrative Authority shall provide the employee with written notice of an administrative suspension and the reasons therefore by certified mail or by personal delivery to the employee. The employee shall be compensated for full pay and service credit for the period of suspension.**

**29.F. – Corrective and Disciplinary Action Limitations**

**29.F.1. – An employee may not be corrected or disciplined more than once for a single specific act or violation, but may be corrected or disciplined for each additional act or violation of the same or similar nature.**

**29.F.2. – No more than two corrective actions shall be imposed on an employee in any consecutive 12 month period. Disciplinary action shall be taken for any further violation or offense during the same period.**

**29.F.3. – Suspension of an employee without pay for the purpose of disciplinary action shall be limited to 30 calendar days, except as follows:**

- (a.) If the board or hearing officer reverses a dismissal, but finds valid justification for the imposition of a disciplinary action, the board or hearing officer may substitute a suspension for the period of time up to the time of the decision;**
- (b.) In a case of disciplinary suspension pursuant to section E. of this rule, the period of suspension is not limited; and**
- (c.) An employee who takes unauthorized paid time off without a reason acceptable to the Administrative Authority, shall be subject to suspension without pay for a period equal to twice the amount of leave used and will not be paid for such unauthorized leave.**

## **PART 8 - SEPARATION FROM SERVICE**

### **RULE 30 - RESIGNATIONS**

#### **30.A. – Resignation Procedure**

**30.A.1. – In order to resign, an employee shall submit a written resignation to the supervisor or the Administrative Authority at least 10 working days prior to the date the resignation is to be effective.**

**30.A.2. – The Administrative Authority may for good cause accept a lesser period of written notice than required by section A.1. of this rule.**

**30.A.3. – Failure of an employee without good cause to submit a resignation in accordance with section A.1. of this rule may result in the separation being administered as a dismissal.**

**30.A.4. – Either the Administrative Authority or the employee may request an exit interview.**

**30.A.5. – The effective date of resignation shall be deemed to be the employee's last day at work unless a different date is determined by agreement between the Administrative Authority and the employee.**

**30.B. – Withdrawal of Resignation – At the discretion of the Administrative Authority, the employee may for good cause withdraw the resignation at any time prior to its effective date.**

**30.C. – Resignation While under Disciplinary Action – An employee who resigns in lieu of disciplinary action or while under suspension or while awaiting disciplinary action shall forfeit all rights to any grievance, appeal or review concerning the suspension or disciplinary action.**

**30.D. – Absence Without Approved Leave – An employee who is absent without approved leave for a period of three or more consecutive scheduled working days may, at the discretion of the Administrative Authority, be deemed to have resigned at the close of working hours on the third day.**

#### **30.E. – Reinstatement**

**30.E.1. – If within 90 days following resignation, a certified employee who resigned for non-disciplinary reasons is hired back into the same job classification in which the employee**

**was employed at the time of the resignation, the employee shall have status as a reinstated employee, and shall regain the certification to that job classification.**

**30.E.2. – For a reinstated employee the rate of compensation shall be governed by provisions of Rule 11.B., length of service date shall be established in accordance with Rule 35.A.51, and paid time off shall be earned and accrued in accordance with rule 26.A.1.d..**



## **RULE 31 - LAYOFF**

**31.A. – Separation by Layoff – A classified employee may be involuntarily separated from service in the classified system because of reorganization, including the abolishment of a position or class under rule 7.A.4., revision of staffing pattern under rule 7.B., or because of a decision to vacate a position or class due to lack of work or lack of funds under rule 7.B. The decision to layoff an employee shall be final and shall not be subject to the appeal, review or grievance procedures set forth in these rules.**

**31.B. – Administration of Layoff – The State Court Administrator, or designee, at any time may announce a need for layoffs for any court, probation department or office governed by these rules. Denver Probate, Denver Adult Probation and Denver Juvenile Probation, Denver District Court and Denver Juvenile Court shall be deemed as separate offices. When the State Court Administrator, or designee, has determined the number and classes of positions to be abolished, reduced, or vacated, the Administrative Authority shall administer any resulting layoff of employees in accordance with the provisions of this rule.**

Upon the State Court Administrator's, or designee's, announcement for the need for layoffs, the administration of layoffs shall occur in order as below, starting with Rules 31.C. and 31.D. for districts that are deemed overstaffed in accordance with the rest of the state. If the reduction of employees affected by Rule 31.C. and Rule 31.D. sufficiently reduces the number of position required, transfer of certified staff may occur in order to redistribute staff statewide.

If further reductions are required after layoffs described in Rules 31.C. and 31.D, procedures in 31.F. and 31.G. shall be followed in any court, probation department or office where further reductions are needed.

**31.C. – Voluntary Layoffs – Voluntary layoffs may be offered prior to the administration of involuntary layoffs. When the need for layoff is announced by the State Court Administrator, or designee, the option for voluntary layoffs may be provided for employees in good standing who are located in the affected court, probation department or office.**

**31.C.1. – Eligibility for Voluntary Layoff – An employee in good standing shall be defined as having scored a 3.0 or higher on the most recent performance appraisal and not having received a combination of two or more corrective or disciplinary actions in the previous 24 months.**

**31.C.1.a. – Employees may request voluntary layoff for either all or a portion of the position encumbered.**

**31.C.2. – Approval of Voluntary Layoff – Any request to be voluntarily laid off must be approved by the Administrative Authority in the impacted court, probation department or office and must be approved by the State Court Administrator, or designee, prior to any other layoffs in the affected district.**

**31.C.3 – Reemployment After Voluntary Layoff – All employees approved for voluntary layoff shall be placed on a reemployment list according to retention score. The reemployment list shall be valid for 24 months from the effective date of voluntary layoff. Reemployment to the same court, probation department or office within the same class in which the employee was employed prior to layoff shall be offered in order of retention score. The Administrative Authority may also offer reemployment for any position which the employee meets the minimum job qualifications. Upon reemployment, the employee shall be restored to the same employment status, either at-will, probationary or certified, as was held at the effective date of the voluntary layoff.**

**31.C.3.a – Length of Service, Compensation and Leave Benefits Upon Reemployment After Voluntary Layoff – The reemployed employee shall be treated as if the employee had not been laid off and shall receive credit for time spent while laid off for the purpose of calculating length of service. An employee who is reemployed within two years after layoff into the same job classification may be paid at the same salary rate upon reemployment as the rate of pay at the time of separation. If the employee accepts reemployment to a lower level position and the employee’s former salary is over the range maximum, salary shall be assigned to the range maximum of the new classification. If the employee accepts reemployment to a higher level classification, the employee shall be treated as a new employee for the purposes of establishing an initial rate of pay. The voluntarily laid off employee shall not retain leave balances that have been paid out at separation or accrue leave during the period of time between layoff and reemployment. Other service benefits shall not be adversely affected except that retirement service credit and highest average salary shall be determined in accordance with PERA rules and regulations.**

**31.D. – Priorities for Initial Layoffs – When the State Court Administrator, or designee, has announced the need for layoffs, they shall occur in the following order.**

**31.D.1. – Employees issued any combination of two or more of the following disciplinary and/or corrective actions within 24 months from the date the State Court Administrator, or designee, announces the need for layoffs. Employees shall be laid off in the following order:**

- (a.) Two or more disciplinary actions**
- (b.) One disciplinary action and one or more corrective actions**
- (c.) Two or more corrective actions**

**31.D.2. – Employees currently on Performance Probation as defined in these rules.**

**31.D.3. – Employees who were issued a score of 2.75 or below on both of the two most recent performance appraisals certified by the PMT beginning with the employee with the lowest two year average score.**

**31.E. – Exempt from Layoff – The following employees shall be exempt from layoff.**

**31.E.1. – Top Performers – When the State Court Administrator, or designee, has announced the need for layoff, all employees determined to be top performers in one of the two most recent annual certified performance appraisals will be exempted from layoff. This exemption can be overruled by the State Court Administrator, or designee, if the layoff becomes necessary through closure of an office or abolishment of the affected classification in the court, probation department or office. Top performing employees who are affected by the provisions of 31.D. of this rule shall not have protection from layoff.**

**31.E.2. – Special Qualifications – An employee filling a position with special qualifications as approved by the State Court Administrator, or designee, shall not be laid off. An exemption based on special qualifications must be preapproved on an individual basis and recorded by the State Court Administrator, or designee. No exemption may be given to employees who would be affected by the provisions of Rule 31.D.**

**31.E.3. – Performance Management Team (PMT) Members – PMT members who score at the same or higher level as any top performer in the past two years in their current court, probation department or office shall receive protection from layoff. PMT members who are affected by the provisions of 31.D. of this rule shall not have protection from layoff.**

**31.F. – Secondary Layoffs – Employees not affected by the provisions of Rules 31.C., 31.D. or 31.E. shall be subject to secondary layoff based on their retention scores as calculated in accordance with this rule based on a formula taking into consideration an employee's job performance, the employee's length of service and group assignment. All non-grant contract employees and probationary employees in an affected class and location identified for layoff in this rule must be displaced before certified employees as part of secondary layoffs.**

**For the purposes of this section, grant employees are defined as being paid from non-judicial state agency granted funds, federal grants or other non-judicial grantors. Monies that are paid from judicial funds for the purposes of grant matching or in-kind services or**

resources for grant positions shall not change the categorization of the position as being a grant-funded position.

**31.F.1. – Reemployment After Secondary Layoff –** Employees who are laid off under section 31.F. of this rule shall have no right to reemployment. Employees who apply for and successfully obtain a position in the same classification within a two year period after being laid off, the employee shall have length of service and leave accrual rates restored. An employee who is reemployed within two years after layoff into the same job classification may be paid at the same salary rate upon reemployment as the rate of pay at the time of separation.

**31.G. – Calculating Retention Scores –** Retention scores shall be calculated for all classified employees except those employees exempt under 31.C., 31.D. and 31.E. of this rule.

**31.G.1. –** A retention score will be generated for each employee in a designated affected group and titled “retention score” using a calculation developed by the Human Resources Division and approved for statewide use by the State Court Administrator, or designee.

**31.G.1.a. –** The retention score formula shall be weighted at seventy-five percent performance and twenty-five percent length of service time band.

**31.G.1.b. –** Retention scores shall be calculated by the Human Resources Division. All employees shall be notified by the PMT of their individual retention score and how the score was calculated prior to submission of final layoff plans to the State Court Administrator, or designee.

**31.G.1.c. –** Employees who occupy more than one position shall have a retention score calculated for each position.

**31.G.1.d. –** The formula used for determining retention scores is a matter within the discretion of the State Court Administrator, or designee, and not subject to review, appeal or grievance. Employees shall be given a minimum of ten days to review and either confirm or appeal their retention score with the Human Resources Division. An employee may appeal a retention score to the Human Resources Director who shall make a final determination within five days of the appeal.

**31.G.2. – Time Bands and Length of Service –** For the purpose of determining retention scores, an employee will receive credit for length of service based on time bands. Length of service shall be counted from the employee's effective date of initial employment, including time spent on contract, less any periods of unpaid leave, excluding family and medical leave

without pay, workers' compensation leave, furlough leave, and qualified military leave. Time between the date of separation and re-employment shall be counted as continuous employment. Any time between a date of separation and reinstatement shall be counted as leave without pay. Only one length of service date shall be calculated for each employee.

**31.G.2.a. – A part-time employee shall have length of service and assignment to a time band computed as an equivalent amount of full-time service.**

**31.G.2.b. – For employees returning from retirement, length of service shall be calculated from the date of rehire unless the employee is being reemployed within the two year period after a voluntary layoff.**

**31.G.2.c. – Veteran's preference shall be awarded to eligible employee's length of service time band. An honorably discharged veteran who has served less than 20 years in active military service and is eligible for veteran's preference under section 15(3) of article XII of the Colorado Constitution, shall be given length of service credit up to 10 years for time served in the military which shall be added to the length of service calculation used to determine the employee's retention score.**

**In order to receive credit, the veteran must have been separated under honorable conditions and served for purposes other than training, served in any branch of the armed forces of the United States during any period of any declared war, any undeclared war, other armed hostilities against an armed foreign enemy, served on active duty in any such branch in any campaign or expedition for which a campaign badge is authorized. To confirm the validity of veteran status and receive preferential treatment, employees must provide DD214 documentation. In addition, individuals identified as part of one of the categories listed below shall receive the same preference:**

**31.G.2.c.i. – Employees who, because of disability incurred in the line of duty, is receiving monetary compensation or disability retired benefits by reason of public laws administered by the Department of Defense or the Veterans Administration, or any successor thereto; or**

**31.G.2.c.ii. – Employees who are the surviving spouse of any person who was or would have been entitled to additional points under sections 16.A.3.d or 16.A.3.d.i., but who died during such service or as a result of service-connected cause while on active duty in any such branch, other than for training purposes.**

**31.G.2.d. – Time Band Assignment – Length of service dates shall be assigned to a time band for the purposes of calculating retention scores as follows:**

<b>Time Band 1</b>	<b>1.00-1.99 Years of Service</b>	<b>1 point</b>
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<b>Time Band 2</b>	<b>2.00-5.99 Years of Service</b>	<b>2 points</b>
<b>Time Band 3</b>	<b>6.00-9.99 Years of Service</b>	<b>3 points</b>
<b>Time Band 4</b>	<b>10.00-14.99 Years of Service</b>	<b>4 points</b>
<b>Time Band 5</b>	<b>15.00-19.99 Years of Service</b>	<b>5 points</b>
<b>Time Band 6</b>	<b>20 or more Years of Service</b>	<b>6 points</b>

**31.G.3. – Performance Scores – For the purpose of calculating retention scores, a performance score shall be calculated for each employee based on the two most recent performance appraisal scores as indicated on the most recent pay for performance calculators certified by the PMT. When no score exists, an employee shall be given a satisfactory score of 3.0. When no performance score has been given and a tie occurs in length of service between two or more employees in the same group, the supervisor(s) shall complete an interim performance appraisal. The interim performance appraisal shall be used to calculate the retention score. The interim performance appraisal shall be considered final and not subject to appeal.**

**31.H. – Formation of Groups for Purposes of Layoff – The Administrative Authority for the court, probation department or office, in conjunction with the PMT, shall convene to create groups for the purpose of conducting layoffs. The PMT may choose to use more than one or all of the following criteria for establishing groups:**

- 1. District – defined as the court, probation department or office**
- 2. Location – defined as the physical address in the district**
- 3. Affected class – defined by job description**
- 4. Supervisor – defined by the person appraisal performance for a group of employees**
- 5. Business Operation – defined as a specific area of work**

**31.H.1. – The PMT shall confirm employee retention scores calculated by the Human Resources Division, assign employees with retention scores to groups, and determine to what extent each group shall be affected by layoff.**

**31.H.2. – Employees shall be laid off in reverse order of retention score by group. Should a tie exist between the retention score of a veteran and non-veteran employee in the same group, the non-veteran employee shall be laid off first. Should a tie exist between two non-veteran employees, an interim appraisal shall be completed. The employee scoring lowest on the interim appraisal shall be laid off first. The PMT shall convene and consider all options regarding layoffs and shall certify the final district layoff plan for submittal to the State Court Administrator, or designee, for final approval. Notification of layoff to employees may only be announced after final approval of the State Court Administrator, or designee.**

**31.I. – Review and Approval – The PMT must submit layoff plans to the Human Resources Division for review. The Human Resources Division shall ensure coordination**

of information with other divisions at the State Court Administrator's, Office, including obtaining approval by the State Court Administrator, or designee. Prior to conducting a layoff of any position, the PMT must receive State Court Administrator, or designee, approval.

**31.J. – Notification to Employee –** The State Court Administrator, or designee, shall notify any employee scheduled for layoff at least 30 calendar days in advance of the effective date of the layoffs. All employees affected by layoff shall be notified by hand delivery or may be sent notification via certified mail where it is infeasible to meet with the affected employee in person.

**31.K. – Transfers and Demotions –** During a time of an announced layoff, job postings will not be required to fill a vacant position if the position is filled by the transfer or demotion of an employee approved by both the State Court Administrator, or designee, and the receiving Administrative Authority. The Administrative Authority, at their discretion, may allow an employee to demote in lieu of layoff prior to conducting layoffs in the affected class to which the employee demotes. The employee may only demote into a class in which the employee was previously certified. If an employee demotes to a lower class position they must follow the voluntary demotion Rule 13.B.3.b. An employee transferred or demoted to another position during a layoff shall receive written notice of the decision which shall not be subject to the appeal, review, or grievance procedures set forth in these rules.

## **RULE 32 - ACCOMMODATION FOR MENTAL OR PHYSICAL IMPAIRMENTS**

**32.A. – Any employee requesting an accommodation under the Americans with Disabilities Act (“ADA”) for a physical or mental impairment shall provide the Administrative Authority with ADA Medical Certification addressing the nature of any limitations the employee may have in performing his or her essential function(s) and the requested accommodation(s). The medical certification shall be provided on a form made available by the State Court Administrator.**

**32.B. – If an employee requests an accommodation on the basis of a physical or mental impairment, the Administrative Authority shall engage in an interactive process with the employee to:**

- (1) Analyze and define the essential function(s) of the position;**
- (2) Obtain information from the employee’s medical treatment provider or from an independent medical examiner in order to determine the extent of the impairment and how the impairment limits the employee’s ability to perform the essential function(s) of the position;**
- (3) Consider any reasonable accommodation(s) that would enable the employee to continue to perform the essential function(s) of the job without presenting any undue hardship to the Judicial Department;**
- (4) Determine which accommodation(s) can and will be used, if any. If no reasonable accommodation can be made in the employee’s current position, the Administrative Authority shall consider reassignment to a vacant position for which the employee is qualified, with or without reasonable accommodation.**
- (5) Within 30 days after meeting with the employee, or at a later date with the agreement of the employee, the Administrative Authority shall notify the employee whether an approved reasonable accommodation can be made that will allow the employee to continue to work for the Judicial Department. If no reasonable accommodation is available or if an accommodation cannot be made without imposing undue hardship to the Judicial Department, the Administrative Authority may consider termination of the employee’s employment in accordance with the procedures of this rule.**

**32.C. – Prior to rendering a decision regarding the employee's status, the Administrative Authority shall consult with the State Court Administrator, or designee, and review all medical considerations and any federal and state laws and Judicial Department rules that may affect the employee, including but not limited to worker’s compensation, family and medical leave, and Short/Long Term Disability. The Administrative Authority, in**



conjunction with the State Court Administrator, or designee, shall determine whether the employee is affected by any of these regulations.

**32.D. – If the employee cannot return to work with or without reasonable accommodation and all protected leave has been exhausted, the Administrative Authority may terminate the employment after consultation with the State Court Administrator, or designee. The employee may appeal such decision pursuant to the review procedures set forth in [Rule 34](#).**

## **PART 9 - ALTERNATIVE DISPUTE RESOLUTION AND GRIEVANCE**

### **RULE 33 – ALTERNATIVE DISPUTE RESOLUTION AND GRIEVANCE**

#### **33.A. – General Provisions**

**Disputes should be resolved at the lowest level and as informally as possible. Parties are encouraged to use alternative dispute resolution methods described in section B of this rule in an attempt to reach early resolution.**

**Anyone who fails to resolve a dispute using the methods under part B of this rule, Alternative Dispute Resolution, may proceed to section C of this rule, Grievance.**

#### **33.B. – Alternative Dispute Resolution**

**33.B.1. – All employees are encouraged to address conflicts directly and as informally as possible. This can include the following:**

- (a.) Meet one-on-one to discuss the conflict;**
- (b.) Meet with the other party and supervisor(s)/manager(s) to discuss the conflict;  
or**
- (c.) Meet with the other party and a third neutral party to discuss the conflict.**

**33.B.2. – If attempts to resolve the conflict in section B.1. of this rule are unsuccessful, either party may request mediation through their local management or the Colorado Judicial Department Mediation Program. The parties may choose not to participate in the mediation if the dispute involves allegations of a violation of the Judicial Department's Anti-Harassment or Non-Violent Workplace Policy. Issues identified in Rule 33.C.3 may not be mediated.**

**33.B.3. – The State Court Administrator, or designee, shall establish a Judicial Department Mediation Program with standards and procedures that describe the program.**

#### **33.C. – Grievance**

**33.C.1. – Parties are required to mediate matters of concern in an effort to resolve these issues informally prior to initiating a grievance, with those exceptions listed in section B.2. of this rule. If mediation does not resolve the matter, the employee may proceed to Step 1 of the grievance process as described in this rule within 7 calendar days.**

**33.C.2. – The following employees, being at-will, do not have the right of grievance established by this rule, except for grievances involving allegations of unlawful harassment, discrimination or retaliation in violation of the Colorado Judicial Department’s Anti-Harassment Policy, federal or state law. If such allegations exist, an employee may petition the Grievance Review Board for discretionary review of the matter. At-will employees for purposes of these rules include:**

- (a.) Employees serving a probationary period;**
- (b.) District Administrators;**
- (c.) Chief Probation Officers;**
- (d.) Division Directors of the State Court Administrator's Office;**
- (e.) Clerk of the Court of Appeals;**
- (f.) Clerk of the Probate Court;**
- (g.) Clerks of District, County or Combined Courts;**
- (h.) Clerk of the Supreme Court;**
- (i.) Counsel to the Chief Justice;**
- (j.) Court of Appeals Reporter of Decisions;**
- (k.) Supreme Court Librarian;**
- (l.) Appellate Law Clerks;**
- (m.) Appellate Court Assistants I, II and III;**
- (n.) Supervising Appellate Court Assistants;**
- (o.) Legal Research Attorneys;**
- (p.) Magistrates;**
- (q.) Law Clerks;**
- (r.) Chief Staff Attorney;**
- (s.) Water referees;**
- (t.) Legislative Liaison;**
- (u.) Staff Attorney to the Chief Justice;**
- (v.) Assistant Reporter of Decisions;**
- (w.) Chief of Staff**

**33.C.3. – There shall be no right of grievance for any action for which a right of appeal is provided under these rules or under regulations and procedures developed to implement these rules. In addition to any other matters excluded from the grievance procedure elsewhere in these rules, the following matters are not subject to the grievance procedure:**

- (a.) Issues relating to transfers as defined in these rules and the promotional process and qualifications including, but not limited to, the existence, content, administration and method of scoring of examinations;**

- (b.) Matters relating to the designation of positions as excluded, exempt and nonexempt from the provisions of the Fair Labor Standards Act;
- (c.) Wage survey results;
- (d.) Corrective actions;
- (e.) Disciplinary actions;
- (f.) Performance appraisals;
- (g.) Layoffs;
- (h.) Shift and job location assignments;
- (i.) Matters investigated by the Division of Human Resources.

**33.C.4. – When a complaint of discrimination or harassment has been filed with the Equal Employment Opportunity Commission or the Colorado Civil Rights Division concurrent with a grievance, the Grievance Board shall defer action on the grievance to allow the parties a chance to resolve the issue in one of the above alternate forums. If not resolved, the employee may request to reinstate the grievance process within 10 days of any final resolution by the alternate forum.**

#### **33.C.5. – Grievance Review Board**

**The Judicial Department Grievance Review Board shall be composed of seven members including: a Trial Judge; Chief Probation Officer; District Administrator; one at large community member; trial court employee; probation employee; and one non-management administrative employee. The Director of Human Resources shall coordinate this process as a non-voting member. The State Court Administrator, or designee, shall appoint this Board and designate a Board Chair. The term of each member shall be 3 years.**

**33.C.5.a. – Quorum – At least five of the seven Board members shall be present or actively participate in any decision of the Board.**

**33.C.5.b. – Vacancy – Vacancies on the Grievance Review Board shall be filled by the State Court Administrator, or designee, for any term that has expired.**

**33.C.5.c. – Disqualification – When a matter comes before the Board involving an employee from the court or office of one of the Board members, the Board member shall not participate in the grievance review proceedings. The remaining Board members shall conduct the review provided they constitute a quorum. When the Chair deems necessary, he or she may request that the State Court Administrator, or designee, temporarily appoint Board members to replace disqualified members.**

#### **33.C.6. – Procedural Requirements**

**33.C.6.a. – Failure of the employee to proceed as prescribed shall be deemed a withdrawal of the grievance with prejudice.**

**33.C.6.b. – Only the issues contained in the grievance originally presented in writing shall be considered at any step in the grievance process.**

**33.C.6.c. – Disputing parties are required to mediate matters of concern in an effort to resolve the issues informally prior to initiating a grievance. If mediation does not resolve the matter, the employee may proceed to Step 1 of the grievance process. If at any time, both of the disputing parties desire to attempt mediation again, the grievance shall cease movement through the process until mediation efforts have concluded. If mediation attempts are again unsuccessful, the grievance will resume from the point it was halted. Employees must utilize the following steps:**

**(i.) Step 1 – The employee shall initiate a grievance action by filing a written grievance with the Administrative Authority within 7 calendar days of the conclusion of the mediation process when mediation is required. Within 7 calendar days after receiving the written grievance, the Administrative Authority, or a committee appointed by the Administrative Authority to review the grievance, shall meet with the employee. The Administrative Authority may commence an investigation. Within 7 calendar days after the conclusion of the meeting or investigation, the Administrative Authority or committee shall render a written decision to the employee. Such decision shall conclude the grievance and be binding on both parties unless the employee elects to proceed to the next step.**

**(ii.) Step 2 – Within 7 calendar days after receiving the decision at Step 1, the employee shall file with the State Court Administrator, or designee, the original grievance and any responses the employee has received during the grievance procedure. The State Court Administrator, or designee, shall refer the matter to the Grievance Review Board to review the grievance. The parties shall have the opportunity to make an informal oral presentation before the Board. The Board shall render a decision within 45 calendar days from the date of the filing of the Step 2 grievance. The decision of the Grievance Review Board shall be final and not subject to appeal, review or further grievance.**

**33.C.6.d. – The time limits set forth in this rule may be extended or waived by mutual consent of the parties.**

**33.C.7. – Failure to Respond or Render a Decision**

**In the event that the Administrative Authority fails to respond or to render a decision in accordance with this rule, the employee may treat a failure as a denial of the grievance and may proceed to Step 2.**

**33.C.8. – Redress if an Employee is Denied Opportunity to Present Grievance**

**If an employee is denied the opportunity to present a grievance as prescribed by this rule, or if the employee is threatened or subjected to duress or retaliation as a result of presenting or proposing to present a grievance, or continuing the grievance at any stage, the employee may notify the State Court Administrator, or designee, in writing. The State Court Administrator, or designee, shall investigate the employee's complaint and, based upon the findings, may recommend action against the appropriate person to the designated Administrative Authority.**

**33.C.9. – Board Determination of Grievance Jurisdiction**

**At any time after the initiation of a grievance, the employee, the employee's supervisor, Administrative Authority, or the State Court Administrator, or designee, may request a determination by the Board as to whether the grievance is a matter subject to grievance under this rule. Such request shall suspend the grievance time period. The Board shall make this determination within 7 calendar days of receipt of the request. The Board's decision is final and is not subject to appeal, review or grievance.**

**RULE 34 - REVIEW OF DISCIPLINARY ACTION OR INVOLUNTARY  
TERMINATION DUE TO MENTAL OR PHYSICAL DISABILITY**

**34.A. – Board of Review**

**34.A.1. – Composition – The Judicial Department Personnel Board of Review shall be composed of eight members appointed by the Chief Justice: an Appellate Court Justice or Judge; a District Judge other than a Chief Judge; a County Judge other than a Presiding Judge in a Multi-Judge County Court; a District Administrator; a Chief Probation Officer; a non-management administrative employee; a probation employee and a court employee not within the management occupational group. The Chief Justice shall designate a Board Chairperson. The term of each Board Member shall be three years.**

**34.A.2. – Quorum – At least five of the eight-Board Members shall be present or actively participate in any decision of the Board.**

**34.A.2.a. – Vacancies – Vacancies on the Board of Review shall be filled by the Chief Justice for any unexpired term.**

**34.A.3. – Disqualification – When a matter comes before the Board involving an employee from the court or office of one of the Board Members, the Board Member shall not participate in the appeal. The remaining Board Members shall conduct the appeal provided they constitute a quorum. When the Chairperson deems it necessary, he/she may request that the Chief Justice appoint temporary Board Members to replace disqualified Members.**

**34.A.4. – Jurisdiction and Subpoena Power – Except as provided in section B.2. of this rule, the Board shall have jurisdiction over appeals of disciplinary actions pursuant to Rule 29, and involuntary terminations pursuant to Rule 32. The Board shall have no authority to review other actions affecting employees. Any Board Member shall have the power to administer oaths and to issue subpoenas duces tecum as may be needed for carrying out the duties and responsibilities required by this rule.**

**34.A.5. – Standard of Review – An action of an Administrative Authority which is appealable to the Board pursuant to this rule may be reversed or modified on appeal by the Board only if there is a finding that the action was arbitrary, capricious, or contrary to rule or law.**

**34.A.6. – Decisions – All decisions of the Board shall be final and binding on all parties and are not subject to appeal, review or grievance procedures set forth in these rules.**

**34.A.7. – Hearing Officer – The Board may appoint one or more hearing officers, who shall be attorneys who have practiced law in Colorado for at least five years, to conduct hearings in appealed cases. A hearing officer may be appointed for a two-year term to handle such cases as the Board may refer to such officer during the term. The hearing officer shall be compensated on the basis of actual time spent on Board matters at a rate to be established by the Board, in addition to reimbursement for actual expenses incurred.**

**34.A.8. – When a complaint of discrimination or harassment has been filed with the Equal Employment Opportunity Commission or the Colorado Civil Rights Division concurrent with an appeal, the Board or hearing officer shall defer action on the appeal to allow the parties a chance to resolve the issue in one of the above alternate forums. If not resolved, the employee may request to reinstate the appeal process within 10 days of any final resolution by the alternative forum.**

**34.B. – Limitation on Review**

**34.B.1. – Appeals shall be limited specifically to the circumstances described in section A.5. of this rule.**

**34.B.2. – The following employees, being at-will do not have appeal rights, except for those appeals involving allegations of harassment, discrimination or retaliation in violation of the Colorado Judicial Department’s Anti-Harassment Policy, federal or state law. If such allegations exist, the employee may petition the Board of Review for a discretionary hearing at the time of the filing of the appeal.**

- (a.) Employees serving a probationary period;**
- (b.) District Administrators;**
- (c.) Chief Probation Officers;**
- (d.) Division Directors of the State Court Administrator's Office;**
- (e.) Clerk of the Court of Appeals;**
- (f.) Clerk of the Probate Court;**
- (g.) Clerks of District, County or Combined Courts;**
- (h.) Clerk of the Supreme Court;**
- (i.) Counsel to the Chief Justice;**
- (j.) Court of Appeals Reporter of Decisions;**
- (k.) Supreme Court Librarian;**
- (l.) Appellate Law Clerks;**
- (m.) Appellate Court Assistants I, II and III;**
- (n.) Supervising Appellate Court Assistants;**
- (o.) Legal Research Attorneys;**



- (p.) Magistrates;
- (q.) Law Clerks;
- (r.) Chief Staff Attorneys;
- (s.) Water referees;
- (t.) Employees suspended pursuant to rule 29(E);
- (u.) Employees who resign pursuant to rule 30(C);
- (v.) Legislative Liaison;
- (w.) Staff Attorney to the Chief Justice;
- (x.) Assistant Reporter of Decisions; and
- (y.) Chief of Staff

### **34.C. – Appeal Procedures**

#### **34.C.1. – Timely Filing**

**34.C.1.a. – An employee seeking an appeal of the Administrative Authority's decision, which is within the jurisdiction of the Board shall file a written notice of appeal with the Board Chairperson. Use of the Judicial Department's standard appeal form is required. The employee shall transmit copies of the appeal to the Administrative Authority whose action is the subject of the appeal and to the State Court Administrator. An appeal is timely filed with the Board if it is received in the office of the Board Chairperson within 15 calendar days from the date of the written decision of disciplinary action which is the subject of the appeal. If the 15<sup>th</sup> calendar day falls on a weekend or legal state holiday, the time period will be extended to the next regular business day.**

**34.C.1.b. – Any appeal not received within the time limits shall be denied, except that the Board Chairperson may extend the time for filing an appeal upon a finding of good cause. "Good cause" for the purpose of this rule, is defined as any cause, not attributable to the appealing employee's act or omission, which in the judgment of the Board Chairperson requires that the time for filing an appeal be extended. The decision of the Board Chairperson whether to accept such an appeal shall be final.**

**34.C.1.c. – Right to Representation – The employee shall be entitled to representation of the employee's own choosing at the employee's own expense. The Administrative Authority whose action is complained of may be represented by the legal counsel of the Judicial Department or other counsel.**

**34.C.1.d. – Content of Appeal – The appeal shall state in clear language and in sufficient detail:**

- (i.) The employee's name, address and telephone number, the name, address, and telephone number of the employee's representative, if any;
- (ii.) The specific action being appealed, attaching a copy of the written notice of action;
- (iii.) The effective date of the action being appealed;
- (iv.) The name, title and business address of the Administrative Authority whose action is being appealed;
- (v.) A specific and concise statement giving the reason for the appeal, including a statement identifying the reasons the employee believes the action taken was arbitrary, capricious or contrary to rule or law, and the relief requested.

#### **34.D. – Prehearing Procedures**

**34.D.1. – Setting** – The Board shall assign the matter to a hearing officer who shall set the hearing to be commenced within 90 calendar days after the date of the filing of the appeal, with notice of the hearing being provided to the parties. The hearing officer may grant a continuance of the hearing but only for good cause shown. The hearing must be rescheduled to commence no later than 120 days after the date of the filing of the appeal.

**34.D.2. – Setting of Discretionary Hearings** – Upon receipt of an appeal requesting a discretionary hearing pursuant to subsection 34.B.2 of this rule, the respondent shall have 10 days to file a response to the request for hearing. The Board Chairperson, or designee, shall review the issues and proposed evidence presented to determine whether a hearing is warranted and render a decision within 10 days of receiving the response. If a hearing is granted, the matter shall be set with a hearing officer to be commenced within 45 calendar days after the Board's decision.

**34.D.3. – Motions** – The moving party shall file each original motion and one copy with the hearing officer and provide a copy to the other party. The responding party shall have 10 calendar days from the date of the filing to file a response to any substantive motion. If there is less than 10 calendar days before a scheduled hearing, the hearing officer may require a lesser amount of time for a response or the responding party may provide a written or oral response at the hearing. If no response is filed, the motion may be accepted and deemed confessed.

**34.D.4. – Discovery** – Discovery through informal information requests is encouraged. Motions before the hearing officer with respect to discovery matters are discouraged. Requests for information, either informal or formal, must be submitted to the other party no later than 15 calendar days from the date of the issuance of the notice of hearing. Responses

to all requests for information must be provided to the other party in writing within 15 calendar days of the request. All exchanges of information, including depositions, must be completed at least 10 calendar days prior to the scheduled hearing. Formal discovery is limited. Each party is limited to two depositions, 30 interrogatory questions, 10 requests for production of documents and 10 requests for admission. Either party may request additional formal discovery, but the hearing officer may grant such request only upon a showing that it is essential for the party's hearing preparation.

**34.D.5. – Informal Early Resolution** – Both parties are encouraged to make efforts to resolve an appeal before hearing. However, such effort to resolve the appeal does not constitute a waiver or modification of the time limits in this rule.

**34.E. – Hearing Procedures** – The hearing shall be conducted in accordance with the provisions and procedures prescribed by section 24-4-105, 10A C.R.S.(1988), as amended, and the hearing officer shall have the power granted therein, except that where the statutory provisions are in conflict with the provisions of these rules, these rules shall control.

**34.E.1. – Public Hearing** – The hearing shall be open to the public, unless a closed hearing is requested by the employee or ordered by the hearing officer and shall be recorded verbatim either stenographically or electronically.

**34.E.2. – Prehearing Information Statement** – At least twenty calendar days before the scheduled hearing, both the employee and the Administrative Authority whose action is being appealed shall file with the hearing officer a Prehearing Information Statement. Any amendments shall be for good cause shown and must be filed at least ten calendar days before the scheduled hearing. A copy of the Prehearing Information Statement and any amendments shall be provided to the other party and the party's representative. Failure to identify a witness or exhibit in accordance with this rule may preclude its use at the hearing. Good cause for amending a Pre-Hearing Information Statement shall be based on a showing that the information and/or its significance to the issues in the case reasonably had not previously been known. The Pre-Hearing Information Statement shall include:

- (a.) A description of the circumstances resulting in the Administrative Authority taking the action being appealed;
- (b.) A statement of the issues to be presented;
- (c.) A statement of any admitted or undisputed facts;
- (d.) A statement of the disputed facts;
- (e.) A listing of relied upon legal authorities;
- (f.) A list of exhibits intended to be offered at the hearing and a copy of each exhibit;

- (g.) A list of witnesses who may be called to testify and a brief and general statement of the anticipated testimony of each witness; and
- (h.) For the employee, the requested remedy.

**34.E.3. – Conduct of the Hearing** – The hearing officer shall conduct the hearing and afford the parties an opportunity to introduce evidence, including testimony and statements of the complaining employee, the employee's representative, the person whose action is complained of, the Administrative Authority, their representatives, and other witnesses, and to cross-examine witnesses. The testimony shall be under oath or affirmation.

**34.E.4. – Application of Rules of Evidence** – Rules of evidence shall not be applied strictly, but the hearing officer shall exclude irrelevant or unduly repetitious evidence.

**34.E.5. – Burden of Proof** – The burden of proof is on the Administrative Authority to show that the Authority's actions were not arbitrary, capricious or contrary to rule or law.

**34.E.6. – Failure to Appear** – Failure, without good cause, of the complaining employee or the party's representative to appear at a scheduled hearing shall be deemed a withdrawal of the appeal, and the action of the Administrative Authority shall be final.

**34.F. – Decision of the Hearing Officer**

**34.F.1. – Standard of Review** – Upon hearing the evidence and statements of the parties, after such deliberation as necessary, the hearing officer shall make findings and a decision on the issue of whether the action of the Administrative Authority complained of was arbitrary, capricious or contrary to rule or law, and what, if any, remedial action should be ordered, or whether the appeal should be dismissed or denied. The decision of the hearing officer shall be based on the preponderance of the evidence.

**34.F.2. – Timing of Decision** – The decision of the hearing officer shall be issued within 30 calendar days of the conclusion of the hearing.

**34.F.3. – Contents of Hearing Officer's Decision** – The hearing officer shall issue a written decision and serve a copy thereof on the Board and on the parties and their representatives by first class mail. The decision shall contain specific findings of fact and conclusions of law, recommendations for any remedial action required, and notification of the right of either party to appeal to the Board, including the time when an appeal must be filed and the name and address of the Board Chairperson. The written decision shall contain a certificate of mailing.

**34.F.4. – Finality of Hearing Officer's Decision – Unless an appeal is filed within 15 calendar days after issuance of the decision by the hearing officer, the decision shall become the decision of the Board and shall be carried into effect. If an appeal is filed timely, the hearing officer's decision is not final and may not be given effect until the Board has decided the appeal.**

**34.G. – Board Review of Hearing Officer's Decision – Either party is entitled to appeal the decision of the appointed hearing officer to the Board. Such appeal shall be filed with the Appellate Court Judge or Justice serving as Board Chairperson. Such an appeal to the Board shall be in writing, setting forth in detail the reasons for the appeal, the specific findings of fact and/or conclusions of law of the hearing officer which are alleged to be improper, and the remedy being sought by the appealing party.**

**34.G.1. – Time for Appeal – A notice of appeal, and eight copies thereof, shall be filed with the Board Chairperson within 15 calendar days after the date of mailing the decision by the hearing officer. A copy of the notice of appeal also shall be provided to the other party. The Board Chairperson may extend this time limit upon a finding of good cause as defined in section C.1.b. of this rule.**

**34.G.2. – Contents of Notice of Appeal – The notice of appeal shall contain in clear language and in sufficient detail:**

- (a.) The employee's name, address and telephone number and the name address and telephone number of the employee's representative if any;**
- (b.) The name, title, and business address of the Administrative Authority whose action is being appealed;**
- (c.) A concise and specific statement of the errors or mistakes of the hearing officer which the appealing party claims are grounds for reversal or modification of the hearing officer's decision;**
- (d.) A designation of those parts of the transcript of the hearing necessary to determine the appeal; and**
- (e.) A copy of the hearing officer's decision shall be attached.**

**34.G.3. – Transcript of Hearing – The party appealing is responsible for making arrangements with the court reporter for transcription of the parts of the record designated in the notice of appeal and for paying the court reporter for transcribing the record so designated. The other party may designate portions of the record. That party is responsible for making arrangements with the court reporter for transcription of that part of the record and for paying the court reporter for transcribing that part of the record. Failure to designate a transcript shall be deemed a waiver of a transcript. In the absence of a**

transcript, the Board is bound by and cannot alter the findings of fact of the appointed hearing officer. The transcript shall be filed with the Board within 30 calendar days of filing of the notice of appeal and notice of such filing of the transcript shall be sent to the other party.

**34.G.4. – Briefing Schedule** – The original and 8 copies of all briefs shall be filed with the Board Chairperson and a copy shall be mailed to the other party. The appellant shall file an opening brief not to exceed twenty pages with the Board Chairperson within 20 calendar days of the filing of the notice of appeal or the filing of the transcript, whichever date is later in time. The appellee shall file a response brief, not to exceed 20 pages within 10 calendar days of receipt of the appellant’s opening brief. The appellant may file a reply brief not to exceed 10 pages, within five calendar days of receipt of the appellee’s response brief. Parties are encouraged to submit their briefs in typewritten or computer generated form, double spaced, and in type no smaller than a 12 point font size.

**34.G.5. – Board Decision**

**34.G.5.a. –** The Board shall review the record of the proceedings, including a transcript, if any, all relevant written representations, and the decision of the appointed hearing officer.

**34.G.5.b. –** The Board, in its discretion, may afford the parties the opportunity to appear and present oral arguments.

**34.G.5.c. –** The Board may affirm, modify or reverse the decision of the appointed hearing officer in conformity with the facts and the law or may remand the matter to the hearing officer for such further proceedings as it may direct. The findings of evidentiary fact, as distinguished from conclusions of law, made by the hearing officer shall not be set aside by the Board unless the evidentiary findings are contrary to the weight of the evidence. The Board's decision shall be based on majority vote of the Members present. In the event that a majority of the Board Members present do not agree to reverse or modify the decision of the appointed hearing officer, the decision of the appointed hearing officer shall be affirmed.

**34.G.5.d. –** The Board will issue a written decision within 90 calendar days of its receipt of the appeal and transcript, if any, and shall send copies thereof to the employee and Administrative Authority. The decision of the Board is final, and there is no further right to appeal. When remedial action is ordered, the Administrative Authority shall report promptly to the Board that the remedial action has been taken.

**34.H. – Settlement** – The employee and the Administrative Authority may attempt to resolve the appeal of the appointed hearing officer's decision prior to decision by the

**Board, employing any means deemed appropriate by the parties. However, such efforts to resolve the appeal do not constitute a waiver or modification of the time limits set forth in this rule.**

**34.I. – Retention and Disposition of Records – Within 15 calendar days of the final resolution of an appeal before the Board, the entire Board file, including all filings and briefs submitted with, and rulings and decisions by the Board and/or hearing officer, and any transcripts, if any, shall be forwarded to the Human Resources Division for retention and disposition pursuant to the Judicial Department’s records retention manual.**

## **PART 10 - DEFINITIONS**

### **RULE 35 - DEFINITIONS**

35.A. - As used in these rules, the following terms shall have the stated meanings.

- (1.) **Accrual Start Date.** The date used to calculate the monthly accrual rate of Paid Time Off (PTO). A year of service for purposes of determining this date shall be 12 months of continuous employment with the State of Colorado, which includes continuous employment in any State of Colorado position, as well as Colorado Judicial Department contract employment.
- (2.) **Administrative Authority.** The person vested by constitution, statute or Chief Justice Directive with authority over personnel matters for employees within the person's jurisdiction.
- (3.) **Appeal.** A complaint or petition, other than a grievance, filed by an employee with the State Court Administrator or with a review board as provided in these rules.
- (4.) **Appointment.** The act of filling a position.
- (5.) **At-will Employee.** A classified, non-certified employee as listed in [Rule 33.C.2.](#) and [Rule 34.B.2](#) who may be terminated at any time with or without cause.
- (6.) **Certification.** Designation of a classified non-at-will employee to the status of a certified employee.
- (7.) **Certified Employee.** A classified non-at-will employee who has successfully completed the probationary period.
- (8.) **Certified Status.** The employment status of a non-at-will employee who has successfully completed the probationary period; a status wherein an employee is entitled to full rights available to a non-at-will employee under these personnel rules.
- (9.) **Civil Union.** The legal relationship between two unmarried adults, regardless of gender, certified and licensed as a civil union by a county clerk and recorder.
- (10.) **Class.** A group of positions sufficiently similar in duties, authority, and responsibilities that they may use the same descriptive title, qualifications and salary range.
- (11.) **Class Description.** The official written description which defines the class, lists some of the more typical tasks of the class, and the training, education and experience standards required for the class.
- (12.) **Classification.** The assignment of a position to a class.
- (13.) **Classification Plan.** The aggregate of writings which establish the qualifications and duties for each position or class of positions, and which allocate each position to a class.



- (14.) **Classified Employee.** A person who occupies a position within the classification and compensation plan established by these rules; not a contract employee.
- (15.) **Classified Position.** A position within the classification and compensation plan established by these rules.
- (16.) **Classified System.** All positions within the classification plan of the Judicial Department established under these rules.
- (17.) **Comparative Analysis Process.** A process required by the State Court Administrator, or designee, to establish eligibility for hiring appointment or promotion.
- (18.) **Compensation Plan.** A writing which assigns each class to a salary range.
- (19.) **Compensatory Time.** Work time credited to a non-exempt employee at a rate of time and one-half for work done in excess of 40-hours in a 7-day period.
- (20.) **Compensatory Time-off.** Time off work at a rate of time and one-half, in lieu of monetary overtime compensation otherwise required for non-exempt employees.
- (21.) **Continuous Employment.** Any period of consecutive employment by the Judicial Department, including periods of qualified leave but excluding periods of unpaid leave.
- (22.) **Contract Employee.** An employee whose relationship with the Judicial Department is governed by contract of employment, not by these rules.
- (23.) **Conviction.** Any plea or finding of guilt, including plea of nolo contendere or acceptance of a deferred sentence.
- (24.) **Corrective Action.** A written warning, reprimand or censure taken to correct and improve job performance, which does not affect current pay, status or tenure.
- (25.) **Deferred Sentence.** Postponement of judgment and sentence following plea of guilty as provided in state statutes.
- (26.) **Demotion.** Any change of an employee's position or class within the classified system where there is at least a 5% decrease from the midpoint of the current class as compared to the new class.
- (27.) **Disciplinary Action.** An action taken to penalize an employee for an offensive act or poor job performance, which adversely affects current pay, status or tenure.
- (28.) **Discretionary Testing.** Any testing used at the discretion of an Administrative Authority to establish eligibility for hiring appointment or promotion.
- (29.) **Dismissal.** Involuntary termination of an employee for disciplinary reasons; discharge.

- (30.) **Domestic partner.** An individual with whom the employee is in a domestic partnership registered with a city of domicile or the state
- (31.) **Downgrade.** Reassignment of a position or class where there is at least a 5% decrease from the midpoint of the current class as compared to the new class.
- (32.) **Electronic Signature.** An electronic sound, symbol, or process attached to or logically associated with a record and executed or adapted by a person with the intent to sign the record.
- (33.) **Eligibility List.** A list of persons who have been found qualified for appointment to a position in the classified system.
- (34.) **Employee.** A classified employee.
- (35.) **Excellence Awards.** Annual program established to recognize outstanding employee service.
- (36.) **Event Year.** As related to family and medical leave, the date the Administrative Authority notifies the employee of his/her right to family and medical leave.
- (37.) **Exempt Employee.** An employee excluded from the overtime compensation provision of Rule 21.
- (38.) **Frozen Salary.** A salary that is held at a fixed level until it falls within the pay designated by the compensation plan for that position.
- (39.) **Full-time Employee.** An employee regularly scheduled to work 40 hours in a 7-day period.
- (40.) **Furlough.** A form of unpaid leave in which leave benefits and service credit are earned and accrued as though the employee were at work.
- (41.) **Good Standing.** The status of an employee who scored 3.0 or higher on the most recent performance appraisal and has not received a combination of two or more corrective or disciplinary actions in the previous 24 months.
- (42.) **Grievance.** A formal complaint by an employee concerning a situation, not otherwise appealable, related to working conditions, working relationships, or local policies, rules and regulations.
- (43.) **Hearing Officer.** A person appointed by the Judicial Department Personnel Board of Review to conduct hearings in appeals under Rule 34.
- (44.) **Hire.** Appointment of a person to a position in the classified system.
- (45.) **Independent Contractor.** A worker who is an independent contractor pursuant to contract or who is an independent contractor as defined by IRS Revenue ruling 87-41.

- (46.) **Initial Layoff.** As defined in Rule 31.D. of these rules.
- (47.) **Job Series.** Jobs which are related in the type of work and function being performed, progressing with greater levels of complexity and decision making. A job series may include any position from entry level positions to first-line supervisor position.
- (48.) **Judicial Department.** The branch of state government in which judicial power of the state is vested, not including the Office of Attorney Regulation Counsel; Office of the Presiding Disciplinary Judge; Office of Judicial Performance; Board of Continuing Legal and Judicial Education; Board of Law Examiners; Office of Attorney Registration; Judicial Discipline Commission; Office of Alternate Defense Counsel; Office of the Child's Representative; Office of the Public Defender; Independent Ethics Commission; Office of Respondent Parents' Counsel or any other office established under an authority other than that vested in the Supreme Court by Colo. Const. art. VI, sec. 5(3). These rules also shall not apply to employees of the Clerk of the Courts office for the merged courts of the City and County of Broomfield.
- (49.) **Judicial System.** The classified system.
- (50.) **Judicial Department Personnel.** The aggregate of all classified employees of the Judicial Department.
- (51.) **Layoff.** The involuntary separation of a certified or at-will employee due to abolition or vacation of the employee's position.
- (52.) **Length of Service.** Time counted for purposes of seniority, which includes continuous employment in any Judicial Department position, including contract positions, minus any periods of leave without pay not covered by FML, medically-certified leave, qualified military leave, workers' compensation leave, or furlough leave. Time between the date of separation and re-employment shall be counted as continuous employment. Time between the date of separation and reinstatement shall be counted as leave without pay. Upon an employee's return from any period of unpaid leave except those identified above, the length of service date shall be adjusted forward one month for every 173 hours of leave without pay accumulated in a 12-month period.
- (53.) **Non-classified Job.** A job not within the classified system; not a classified position.
- (54.) **Non-at-will Employee.** Any classified employee other than an at-will employee.
- (55.) **Non-at-will Position.** Any classified position other than an at-will position.
- (56.) **Non-exempt employee.** An employee included in the overtime compensation provision of Rule 21.
- (57.) **Normal Workweek.** Forty hours of work in the established 7-day period for a full-time employee.

- (58.) **Overtime.** The time an employee is directed or permitted to work in excess of 40 hours in the employee's established 7-day work period.
- (59.) **Partisan Office.** An office held by a person affiliated with a specific political party.
- (60.) **Part-time Employee.** An employee regularly scheduled to work less than 40 hours in a 7-day period.
- (61.) **Performance Probation.** The probationary period following performance appraisal score of 2.75.
- (62.) **Personnel Classification Plan.** The classification plan established by these rules.
- (63.) **Position.** An individual job within the classified system.
- (64.) **Premium Pay.** Compensation at the rate of time-and-one-half for overtime work by a non-exempt employee.
- (65.) **Probationary Employee.** A newly hired non-at-will employee serving in a period of probationary status.
- (66.) **Probationary Period.** The period of time during which a newly appointed non at-will employee serves in probationary status.
- (67.) **Probationary Status.** The employment status of a non-at-will employee during the probationary period; a status wherein an employee is entitled to less than the full rights available to a certified non-at-will employee under the personnel rules.
- (68.) **Promotion.** Any change of an employee's position or class within the classified system where there is at least a 5% increase from the midpoint of the current class as compared to the new class.
- (69.) **Promotional Only.** Designation of a vacant position to be filled only by a current employee in the judicial personnel system.
- (70.) **Protected Group.** Any group of persons who are afforded special protection in hiring and employment practices under state or federal law.
- (71.) **Qualified leave.** periods of paid time off, extended sick leave, funeral leave, designated holiday leave, jury and witness leave, workers' compensation leave, administrative leave, victim protection leave, furlough leave, paid educational leave, military training leave, paid or unpaid family and medical leave (FML), or compensatory leave.
- (72.) **Range.** The span of salaries within a job classification as identified on the Compensation Plan.
- (73.) **Range Minimum.** The starting salary of a compensation range.

- (74.) **Range Maximum.** The highest level salary of a compensation range.
- (75.) **Realignment.** The reassignment of a job class from one salary range to another salary range.
- (76.) **Reclassification.** The reassignment of a position from one class to another class.
- (77.) **Reemploy.** Rehire a former employee within two years after a voluntary layoff.
- (78.) **Reinstate.** Rehire a former certified employee into the same classification the employee was assigned at date of separation and was in good standing. The employee must be reinstated within 90 days after separation.
- (79.) **Salary Survey.** See Wage Survey.
- (80.) **Secondary Layoff.** Layoff based on a formula taking into consideration an employee's job performance, the employee's length of service and group assignment.
- (81.) **Separation.** A general term referring to any action ending the employee/employer relationship.
- (82.) **Shift.** A defined period of time that an employee is scheduled to work. This includes the set day(s) in a week an employee is expected to be at work and the number of hours within each scheduled day the employee is expected to report.
- (83.) **Special Courts.** Denver Juvenile Court and Denver Probate Court.
- (84.) **Spouse.** Husband or wife as defined or recognized under Colorado law for purposes of marriage, including common law marriage.
- (85.) **Staffing Pattern.** A document showing the number of classified positions authorized for each location, the salary and title of each position and other related information.
- (86.) **State Agency.** The legislative or executive department of state government, or any subdivision thereof.
- (87.) **Supervisor.** An employee to whom authority has been delegated to direct and control the work of one or more other employees.
- (88.) **Suspension.** Temporary separation from employment without change in employment status; may be with or without pay.
- (89.) **Termination.** The separation of an employee from Judicial Department employment by resignation, retirement, layoff, dismissal, or death.
- (90.) **Transfer.** Any change of position or job classification to another position or job classification with the same compensation mid-point or up to 4.99% below or above the

employee's current compensation at the same salary range. A transfer may also refer to a change to another court, probation department, or division within the Judicial Department at the same salary range.

- (91.) **Trial Service Period.** The six-month trial period following the transfer or promotion of a certified employee to a position in a different class, during which the employee's performance is evaluated in the new position.
- (92.) **Unusual Conditions.** Where there is a documented shortage in the market and recruitment or retention difficulty.
- (93.) **Unusual Qualifications.** Substantial prior job experience at an equivalent or higher level of responsibility when compared to the responsibilities of the new position.
- (94.) **Vacant Position.** An unoccupied position designated by the staffing pattern.
- (95.) **Vacate.** To remove an incumbent employee from a classified position in the staffing pattern, leaving the position in existence but unfilled
- (96.) **Wage Survey.** The annual survey conducted by the state personnel director to determine prevailing rates for salaries and fringe benefits for employees.

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Dismissal <input checked="" type="checkbox"/> As disciplinary action <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Resignation treated as	<a href="#">29.C.1</a> <a href="#">35.A.29</a> <a href="#">30.A.3</a>
Downgrade <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Salary adjustment following	<a href="#">35.A.31</a> <a href="#">13.B.3.c</a>
<input checked="" type="checkbox"/> Educational Leave	<a href="#">26.K</a>
Eligibility List <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Establishment of Use of	<a href="#">35.A.33</a> <a href="#">17.A</a> <a href="#">17.B</a>
<input checked="" type="checkbox"/> Employee Organizations	<a href="#">Rule 24</a>
Examinations <input checked="" type="checkbox"/> Discretionary Mandatory	<a href="#">16.B</a> <a href="#">16.A</a>
Excellence Awards <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Annual Program <input checked="" type="checkbox"/> Awards	<a href="#">35.A.35</a> <a href="#">10.D.1</a> <a href="#">10.D.2</a>
Exempt Employee <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Exclusion from premium pay	<a href="#">35.A.37</a> <a href="#">21.D</a>
Expungement <input checked="" type="checkbox"/> Of corrective action	<a href="#">29.B.7</a>
Extended sick leave <input checked="" type="checkbox"/> Accrual of <input checked="" type="checkbox"/> Compensation for <input checked="" type="checkbox"/> Earning of <input checked="" type="checkbox"/> Exhaustion of <input checked="" type="checkbox"/> Medical certification of <input checked="" type="checkbox"/> Transfer of	<a href="#">26.A.1.a</a> <a href="#">26.A.5</a> <a href="#">26.A.1.a</a> <a href="#">26.A.3.c</a> <a href="#">26.A.3.b</a> <a href="#">26.A.4</a>
Frozen Salary <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Upon position downgrade	<a href="#">35.A.38</a> <a href="#">13.B.3.c.i</a>

<b>Full-time Employee</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Holiday leave of <input checked="" type="checkbox"/> Leave accrual rate of <input checked="" type="checkbox"/> Work hours of <input checked="" type="checkbox"/> Workweek of	<a href="#"><u>35.A.39</u></a> <a href="#"><u>26.C.2</u></a> <a href="#"><u>26.A.1</u></a> <a href="#"><u>26.A.1.e</u></a> <a href="#"><u>21.A</u></a>
<input checked="" type="checkbox"/> Funeral Leave	<a href="#"><u>26.B</u></a>
<b>Furlough</b> <input checked="" type="checkbox"/> Definition Voluntary leave	<a href="#"><u>35.A.40</u></a> <a href="#"><u>26.J.1.b</u></a>
<b>Grievance</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Denial of <input checked="" type="checkbox"/> Excluded employees <input checked="" type="checkbox"/> Excluded matters <input checked="" type="checkbox"/> Jurisdiction, determination of <input checked="" type="checkbox"/> Procedures <input checked="" type="checkbox"/> Review board <input checked="" type="checkbox"/> Right of	<a href="#"><u>35.A.42</u></a> <a href="#"><u>33.C.8</u></a> <a href="#"><u>33.C.3</u></a> <a href="#"><u>33.C.4</u></a> <a href="#"><u>33.C.9</u></a> <a href="#"><u>33.C.6.d</u></a> <a href="#"><u>33.C.5</u></a> <a href="#"><u>33.C.2</u></a>
<b>Hearing Officer</b> <input checked="" type="checkbox"/> Appointment of <input checked="" type="checkbox"/> Decision of <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Powers of	<a href="#"><u>34.A.7</u></a> <a href="#"><u>34.F-H</u></a> <a href="#"><u>35.A.42</u></a> <a href="#"><u>34.F</u></a>
<b>Hiring</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Employment of family members <input checked="" type="checkbox"/> Limitation on <input checked="" type="checkbox"/> Recruitment for <input checked="" type="checkbox"/> Reemployment rate <input checked="" type="checkbox"/> Reinstatement as	<a href="#"><u>35.A.44</u></a> <a href="#"><u>18.B.3.b</u></a> <a href="#"><u>18.B.3</u></a> <a href="#"><u>18.A</u></a> <a href="#"><u>11.B</u></a> <a href="#"><u>30.E</u></a>
<b>Hiring Rate</b> <input checked="" type="checkbox"/> Former employees <input checked="" type="checkbox"/> New employees <input checked="" type="checkbox"/> From other government systems	<a href="#"><u>11.B</u></a> <a href="#"><u>11.A</u></a> <a href="#"><u>11.C</u></a>
<b>Holiday</b> <input checked="" type="checkbox"/> Designation of <input checked="" type="checkbox"/> Leave	<a href="#"><u>26.C.2.a</u></a> <a href="#"><u>26.C.2</u></a>
<b>Independent Contractor</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Outside scope of rules	<a href="#"><u>35.A.45</u></a> <a href="#"><u>Rule 3</u></a>
<input checked="" type="checkbox"/> Injury Leave	<a href="#"><u>26.E</u></a>
<b>Judicial Department</b> Definition	<a href="#"><u>35.A.48</u></a>
<b>Judicial Department Personnel</b> <input checked="" type="checkbox"/> Definition	<a href="#"><u>35.A.50</u></a>

<input checked="" type="checkbox"/> Jury Leave	<a href="#"><u>26.D</u></a>
<b>Layoff</b> <input checked="" type="checkbox"/> Administration of <input checked="" type="checkbox"/> Calculating Retention Scores <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Demotion in lieu of <input checked="" type="checkbox"/> Exemption in <input checked="" type="checkbox"/> Notification of <input checked="" type="checkbox"/> Priorities for initial layoff <input checked="" type="checkbox"/> Secondary layoffs <input checked="" type="checkbox"/> Transfers in <input checked="" type="checkbox"/> Veteran's preference in Voluntary layoff	<a href="#"><u>31.B</u></a> <a href="#"><u>31.G</u></a> <a href="#"><u>31.A</u></a> ; <a href="#"><u>35.A.51</u></a> <a href="#"><u>31.K</u></a> <a href="#"><u>31.E</u></a> <a href="#"><u>31.J</u></a> <a href="#"><u>31.D</u></a> <a href="#"><u>31.F</u></a> <a href="#"><u>31.K</u></a> <a href="#"><u>31.G.2.c</u></a> <a href="#"><u>31.C</u></a>
<b>Leave</b> <input checked="" type="checkbox"/> Active military <input checked="" type="checkbox"/> Administrative with pay <input checked="" type="checkbox"/> Court Closure <input checked="" type="checkbox"/> Educational <input checked="" type="checkbox"/> Extended Sick Leave <input checked="" type="checkbox"/> Family and Medical Leave <input checked="" type="checkbox"/> Funeral <input checked="" type="checkbox"/> Holiday <input checked="" type="checkbox"/> Worker's Compensation <input checked="" type="checkbox"/> Jury <input checked="" type="checkbox"/> Leave without pay <input checked="" type="checkbox"/> Military training <input checked="" type="checkbox"/> Paid Time Off <input checked="" type="checkbox"/> Parent Involvement in K-12 Education <input checked="" type="checkbox"/> Short-Term Disability <input checked="" type="checkbox"/> Voluntary Furlough <input checked="" type="checkbox"/> Witness	<a href="#"><u>26.L</u></a> <a href="#"><u>26.F</u></a> <a href="#"><u>26.H</u></a> <a href="#"><u>26.K</u></a> <a href="#"><u>26.A.3.</u></a> <a href="#"><u>26.E.2.b</u></a> ; <a href="#"><u>26.N</u></a> <a href="#"><u>26.B</u></a> <a href="#"><u>26.C</u></a> <a href="#"><u>26.E</u></a> <a href="#"><u>26.D</u></a> <a href="#"><u>26.I</u></a> <a href="#"><u>26.L.</u></a> <a href="#"><u>26.A.2.</u></a> <a href="#"><u>26.P</u></a> <a href="#"><u>26.M</u></a> <a href="#"><u>26.J.1.b</u></a> <a href="#"><u>26.D</u></a>
<b>Length of service</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> During Suspension <input checked="" type="checkbox"/> In educational leave <input checked="" type="checkbox"/> In voluntary layoff <input checked="" type="checkbox"/> In leave with pay <input checked="" type="checkbox"/> In leave without pay <input checked="" type="checkbox"/> In reemployment after voluntary layoff <input checked="" type="checkbox"/> In veteran's preference in layoff <input checked="" type="checkbox"/> In furlough	<a href="#"><u>35.A.52</u></a> <a href="#"><u>29.E</u></a> <a href="#"><u>26.K.2</u></a> <a href="#"><u>31.C.3.a</u></a> <a href="#"><u>26.A.1.C</u></a> <a href="#"><u>26.I.2.b</u></a> ; <a href="#"><u>31.C.3.a</u></a> <a href="#"><u>26.J.2.c</u></a> <a href="#"><u>31.G.2.c</u></a>
<input checked="" type="checkbox"/> Local Rules	<a href="#"><u>Rule 4</u></a>
<input checked="" type="checkbox"/> Mediation, Alternative Dispute Resolution	<a href="#"><u>33.B</u></a>
<b>Non-Classified Job</b> <input checked="" type="checkbox"/> Definition Effect of classification	<a href="#"><u>35.A.53</u></a> <a href="#"><u>11.C</u></a> ; <a href="#"><u>26.A.4</u></a>

<b>Non-At-will Employee</b> <input checked="" type="checkbox"/> Definition	<a href="#"><u>35.A.54</u></a>
<b>Non-Exempt Employee</b> <input checked="" type="checkbox"/> Definition	<a href="#"><u>35.A.56</u></a>
<b>Normal Workweek</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Establishment of	<a href="#"><u>35.A.57</u></a> <a href="#"><u>21.A</u></a>
<input checked="" type="checkbox"/> On-Call Pay	<a href="#"><u>21.E</u></a>
<b>Outside Employment</b>	<a href="#"><u>Rule 22</u></a>
<b>Overtime</b> <input checked="" type="checkbox"/> Compensation for <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Prior approval requirement <b>Records of</b>	<a href="#"><u>21.C</u></a> <a href="#"><u>21.B</u></a> ; <a href="#"><u>35.A.58</u></a> <a href="#"><u>21.B.2</u></a> <a href="#"><u>21.F</u></a>
<b>Paid time off</b> <input checked="" type="checkbox"/> Accrual of <input checked="" type="checkbox"/> Compensation for <input checked="" type="checkbox"/> Transfer of <input checked="" type="checkbox"/> Use of	<a href="#"><u>26.A.1</u></a> <a href="#"><u>26.A.5</u></a> <a href="#"><u>26.A.4</u></a> <a href="#"><u>26.A.2</u></a>
<b>Part-Time Employee</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Holiday leave of <input checked="" type="checkbox"/> Extended sick leave and paid time off	<a href="#"><u>35.A.60</u></a> <a href="#"><u>26.C</u></a> <a href="#"><u>26.A.1.b</u></a>
<b>Performance Appraisal</b> <input checked="" type="checkbox"/> Request for Review <input checked="" type="checkbox"/> Content <input checked="" type="checkbox"/> Effect of <input checked="" type="checkbox"/> Procedure for <input checked="" type="checkbox"/> Requirement annually	<a href="#"><u>28.D</u></a> <a href="#"><u>28.B</u></a> <a href="#"><u>28.E</u></a> <a href="#"><u>28.C</u></a> <a href="#"><u>28.A</u></a>
<b>Performance Probation</b> <input checked="" type="checkbox"/> After satisfactory appraisal <input checked="" type="checkbox"/> After unsatisfactory appraisal <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Salary during	<a href="#"><u>28.E.1</u></a> <a href="#"><u>28.E.2</u></a> <a href="#"><u>35.A.61</u></a> <a href="#"><u>13.B.2</u></a>
<b>Personnel Classification Plan</b> <input checked="" type="checkbox"/> Definition	<a href="#"><u>35.A.62</u></a>
<b>Personnel Rules</b> <input checked="" type="checkbox"/> Annual review of <input checked="" type="checkbox"/> Authority for <input checked="" type="checkbox"/> Citation of <input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> Scope of	<a href="#"><u>Rule 5</u></a> <a href="#"><u>Rule 2</u></a> <a href="#"><u>Rule 1</u></a> <a href="#"><u>Rule 4</u></a> <a href="#"><u>Rule 3</u></a>
<input checked="" type="checkbox"/> Political Activity	<a href="#"><u>Rule 23</u></a>
<b>Position</b> <b>Definition</b>	<a href="#"><u>35.A.63</u></a>
<b>Premium Pay</b>	

<input checked="" type="checkbox"/> Compensation at <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Eligibility for	<a href="#">21.D</a> <a href="#">21.D</a> ; <a href="#">35.A.64</a> <a href="#">21.C</a>
<b>Probationary Employee</b> <input checked="" type="checkbox"/> Certification of <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Exclusion from appeal right <input checked="" type="checkbox"/> Exclusion from hearing right <input checked="" type="checkbox"/> Exclusion from grievance right <input checked="" type="checkbox"/> In layoff <input checked="" type="checkbox"/> Performance appraisal of <input checked="" type="checkbox"/> Termination of	<a href="#">19.B.2</a> <a href="#">35.A.65</a> <a href="#">34.B.2</a> <a href="#">19.C.2</a> <a href="#">33.C.3</a> <a href="#">31.F</a> <a href="#">19.B.1</a> <a href="#">19.B.3</a> ; <a href="#">19.C</a>
<b>Probationary Period</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Requirement of	<a href="#">35.A.66</a> <a href="#">19.A.1</a>
<b>Probationary Status</b> <input checked="" type="checkbox"/> Definition	<a href="#">35.A.67</a>
<b>Promotion</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Mandatory examination for <input checked="" type="checkbox"/> Resulting from reclassification <input checked="" type="checkbox"/> Salary adjustment following	<a href="#">35.A.68</a> <a href="#">16.a.1</a> <a href="#">8.D</a> <a href="#">13.B.2</a>
<b>Promotional Only Position</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Designation as	<a href="#">35.A.69</a> <a href="#">18.A.2.b</a>
<b>Protected Group</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Recruitment of	<a href="#">35.A.70</a> <a href="#">18.A.3</a>
<b>Qualification for Appointment</b> <input checked="" type="checkbox"/> Determination of <input checked="" type="checkbox"/> Requirement to meet qualifications <input checked="" type="checkbox"/> Waiver and substitution of	<a href="#">14.B</a> <a href="#">14.A</a> <a href="#">14.C</a>
<b>Qualifications for Mandatory Exams</b> <input checked="" type="checkbox"/> Announcement of <input checked="" type="checkbox"/> Establishment of <input checked="" type="checkbox"/> Waiver and substitution of	<a href="#">16.A.2.a</a> <a href="#">16.A.3.a</a> <a href="#">16.A.3.b</a>
<b>Qualifications of Positions</b> <input checked="" type="checkbox"/> As basis of appointment <input checked="" type="checkbox"/> Establishment of <input checked="" type="checkbox"/> Special, in layoff <input checked="" type="checkbox"/> Unusual in hiring rate <input checked="" type="checkbox"/> Waiver and substitution of	<a href="#">18.B.1</a> <a href="#">7.A.1-2</a> <a href="#">31.E.2</a> <a href="#">11.A</a> <a href="#">14.C</a>
<b>Realignment of Classes</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Out-of-Cycle Salary Range Realignment <input checked="" type="checkbox"/> Procedure for	<a href="#">35.A.75</a> <a href="#">10.C.2</a> <a href="#">10.C</a>

<b>Reclassification of Positions</b> <input checked="" type="checkbox"/> Authority for <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Effect of <input checked="" type="checkbox"/> Effective date of <input checked="" type="checkbox"/> Procedure <input checked="" type="checkbox"/> Review Board <input checked="" type="checkbox"/> Review procedure <input checked="" type="checkbox"/> Right of appeal	<a href="#"><u>8.A</u></a> <a href="#"><u>35.A.76</u></a> <a href="#"><u>8.D</u></a> <a href="#"><u>8.E</u></a> <a href="#"><u>8.B-C</u></a> <a href="#"><u>9.A</u></a> <a href="#"><u>9.C-F</u></a> <a href="#"><u>9.B</u></a>
<input checked="" type="checkbox"/> Recruitment	<a href="#"><u>18.A</u></a>
<b>Reemployment</b> <input checked="" type="checkbox"/> After voluntary layoff <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Hiring rate upon Leave accrual following	<a href="#"><u>31.C.3</u></a> <a href="#"><u>35.A.77</u></a> <a href="#"><u>11.B</u></a> <a href="#"><u>26.A.1.d</u></a>
<b>Reinstatement</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Hiring rate upon <input checked="" type="checkbox"/> Leave accrual following <input checked="" type="checkbox"/> Procedure for	<a href="#"><u>35.A.78</u></a> <a href="#"><u>11.B</u></a> <a href="#"><u>26.A.1.d</u></a> <a href="#"><u>30.E</u></a>
<b>Representation</b> <input checked="" type="checkbox"/> Right of for employee <input checked="" type="checkbox"/> Right of for Department	<a href="#"><u>25.A</u></a> <a href="#"><u>25.B</u></a>
<b>Resignation</b> <input checked="" type="checkbox"/> Absence treated as <input checked="" type="checkbox"/> Procedure for <input checked="" type="checkbox"/> Reinstatement after <input checked="" type="checkbox"/> Under disciplinary or suspension <input checked="" type="checkbox"/> Withdrawal of	<a href="#"><u>30.D</u></a> <a href="#"><u>30.A</u></a> <a href="#"><u>30.E</u></a> <a href="#"><u>30.C</u></a> <a href="#"><u>30.B</u></a>
<b>Review of Disciplinary Action or Involuntary Termination</b> <input checked="" type="checkbox"/> Board review of decision by hearing officer <input checked="" type="checkbox"/> Excluded employees <input checked="" type="checkbox"/> Excluded matters <input checked="" type="checkbox"/> Decisions of hearing officer <input checked="" type="checkbox"/> Hearing Procedures <input checked="" type="checkbox"/> Personnel Board of Review <input checked="" type="checkbox"/> Pre-Hearing Procedures <input checked="" type="checkbox"/> Settlement	<a href="#"><u>34.G</u></a> <a href="#"><u>34.B</u></a> <a href="#"><u>34.B</u></a> <a href="#"><u>34.F</u></a> <a href="#"><u>34.F.1-4</u></a> <a href="#"><u>34.A</u></a> <a href="#"><u>34.D</u></a> <a href="#"><u>34.H</u></a>
<input checked="" type="checkbox"/> Review of Personnel Rules	<a href="#"><u>Rule 5</u></a>
<b>Salary Adjustment</b> <input checked="" type="checkbox"/> Based on salary study <input checked="" type="checkbox"/> Extra Pay <input checked="" type="checkbox"/> Broadbanded Compensation Advancement <input checked="" type="checkbox"/> Pay Advancement <input checked="" type="checkbox"/> Simultaneous events, effect of <input checked="" type="checkbox"/> Upon demotion	<a href="#"><u>13.C; 13.D</u></a> <a href="#"><u>13.A.4</u></a> <a href="#"><u>13.A.3</u></a> <a href="#"><u>13.A</u></a> <a href="#"><u>13.D</u></a> <a href="#"><u>13.B.3</u></a>

<input checked="" type="checkbox"/> Upon promotion <input checked="" type="checkbox"/> Upon transfer	<a href="#"><u>13.B.2</u></a> <a href="#"><u>13.B.1</u></a>
<input checked="" type="checkbox"/> Salary Computation	<a href="#"><u>Rule 12</u></a>
Salary Range <input checked="" type="checkbox"/> Adjustment of <input checked="" type="checkbox"/> Assignment of <input checked="" type="checkbox"/> Definition Establishment in compensation plan	<a href="#"><u>10.B</u></a> <a href="#"><u>10.A</u></a> <a href="#"><u>35.A.72</u></a> <a href="#"><u>10.A</u></a>
Salary Range <input checked="" type="checkbox"/> Basis for hiring rate <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Element of compensation plan	<a href="#"><u>11.A</u></a> <a href="#"><u>35.A.72</u></a> <a href="#"><u>10.A</u></a>
<input checked="" type="checkbox"/> Scope of Personnel Rules	<a href="#"><u>Rule 3</u></a>
Separation from Employment Definition	<a href="#"><u>35.A.81</u></a>
Special Courts <input checked="" type="checkbox"/> Definition	<a href="#"><u>35.A.83</u></a>
Staffing Pattern <input checked="" type="checkbox"/> As limitation on hiring <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Designation of	<a href="#"><u>18.B.5</u></a> <a href="#"><u>35.A.85</u></a> <a href="#"><u>7.B</u></a>
State Agency <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Transfer of leave from	<a href="#"><u>35.A.86</u></a> <a href="#"><u>26.A.4</u></a>
State Court Administrator <input checked="" type="checkbox"/> Administrative head of office <input checked="" type="checkbox"/> Appointment by Chief Justice <input checked="" type="checkbox"/> General statement of authority	<a href="#"><u>6.A.3</u></a> <a href="#"><u>6.B.2</u></a> <a href="#"><u>Rule 2</u></a>
Supervisor <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Hiring of family <input checked="" type="checkbox"/> Performance appraisal by	<a href="#"><u>35.A.87</u></a> <a href="#"><u>18.B.3</u></a> <a href="#"><u>19.B.1</u></a>
Suspension <input checked="" type="checkbox"/> As discipline <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Discretionary <input checked="" type="checkbox"/> Limitations on <input checked="" type="checkbox"/> Mandatory <input checked="" type="checkbox"/> Resignation during <input checked="" type="checkbox"/> Extended sick leave and paid time off during	<a href="#"><u>29.C.1</u></a> <a href="#"><u>35.A.88</u></a> <a href="#"><u>29.E.2</u></a> <a href="#"><u>29.F.3</u></a> <a href="#"><u>29.E.1</u></a> <a href="#"><u>30.C</u></a> <a href="#"><u>26.A.1.f</u></a>
Termination <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Due to disability <input checked="" type="checkbox"/> Of contract employees <input checked="" type="checkbox"/> Of probationary employees	<a href="#"><u>35.A.89</u></a> <a href="#"><u>32.D</u></a> <a href="#"><u>31.F</u></a> <a href="#"><u>19.B.3; 19.C; 31.F</u></a>



<input checked="" type="checkbox"/> Responsibility for <input checked="" type="checkbox"/> Review of <input checked="" type="checkbox"/> Upon exhaustion of sick leave	<a href="#"><u>6.B.5</u></a> <a href="#"><u>Rule 34</u></a> <a href="#"><u>26.A.3.c</u></a>
<b>Transfer</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> In lieu of layoff <input checked="" type="checkbox"/> Of certified employees <input checked="" type="checkbox"/> Of sick leave and paid time off <input checked="" type="checkbox"/> Salary adjustment due to <input checked="" type="checkbox"/> Trial service status upon	<a href="#"><u>35.A.90</u></a> <a href="#"><u>31.K</u></a> <a href="#"><u>18.C.1</u></a> <a href="#"><u>26.A.4</u></a> <a href="#"><u>13.C.1</u></a> <a href="#"><u>20.A.1</u></a>
<b>Trial Service Period</b> <input checked="" type="checkbox"/> Certification retained <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Layoff following <input checked="" type="checkbox"/> Performance appraisal following <input checked="" type="checkbox"/> Requirement of	<a href="#"><u>20.A.3</u></a> <a href="#"><u>35.A.91</u></a> <a href="#"><u>31.A</u></a> <a href="#"><u>20.B</u></a> <a href="#"><u>20.A.1</u></a>
<b>Vacant Positions</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Demotions or transfers in layoff <input checked="" type="checkbox"/> Employment eligibility list for <input checked="" type="checkbox"/> Reemployment to after voluntary layoff	<a href="#"><u>35.A.94</u></a> <a href="#"><u>31.K</u></a> <a href="#"><u>Rule 17</u></a> <a href="#"><u>31.C.3</u></a>
<b>Veteran's Preference</b> <input checked="" type="checkbox"/> Eligibility <input checked="" type="checkbox"/> In layoff	<a href="#"><u>16.A.3.d</u></a> <a href="#"><u>31.G.2.c</u></a>
<b>Wage Survey</b> <input checked="" type="checkbox"/> Definition <input checked="" type="checkbox"/> Results not grievable Salary adjustment due to	<a href="#"><u>35.A.96</u></a> <a href="#"><u>33.C.3</u></a> <a href="#"><u>10.B.1; 13.D</u></a>
<input checked="" type="checkbox"/> Witness Leave	<a href="#"><u>26.D</u></a>