

HOUSE RESEARCH

Bill Summary

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Authors: Zellers and others

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Analyst: Deborah A. Dyson

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Section

- 1 Probationary period (definition).** Provides that an employee who was demoted may be dismissed for just cause during the probationary period for the position to which the employee was demoted if the employee's performance does not meet the appointing authority's work or conduct expectations.
- 2 Duties (personnel board).** Specifies that the probationary period for an employee in the classified service for the county is determined by the department director and the human resources director. Provides that the probationary period cannot exceed 12 months, increased from six months, unless approved by the board (striking the requirement that the board find by a super-majority vote extreme or unique conditions before extending the period).

Also provides for a panel of three department directors, randomly selected from outside the employee's department to hear and decide nondisciplinary appeals if there has been a preliminary showing to the county attorney that a rule violation has occurred. This does not apply to appeals relating to layoffs, which must be heard by the board.
- 3 Duties of human resources director.** Provides that the compensation plan is effective upon approval by the county board. Strikes language stating that a plan approved by the human resources board is a recommendation to the county board.
- 4 Effective upon local approval.**