



PERSONNEL RULES AND REGULATIONS

RULE 1: <i>County Civil Service Act General Provisions</i>	EFFECTIVE: <i>January 1, 2015</i>
REGULATION 3: <i>Coverage, Unclassified Service, and Savings Clause</i>	Pages: <i>1 of 2</i>

Section 1: Coverage

As provided for in Nebraska Revised Statute §23-2528, employees in the classified service who have completed their Introductory Probationary Period shall have permanent tenure until they resign voluntarily or are separated in accordance with the PRR governing retirement, dismissal, or layoff. Additionally, an employee with a probationary, provisional, temporary, or emergency appointment shall have no tenure under these appointments and may be separated from employment by the appointing authority without any right of appeal unless specifically permitted elsewhere in the PRR.

Employees within collective bargaining unit and subject to a collective bargaining agreement which contains the same or substantially similar provisions as the provisions within the PRR are required to avail themselves of the provisions of their collective bargaining agreement and shall be excluded from the application of the PRR regarding those provisions.

Further, should there be any conflict between a collective bargaining agreement and the PRR to the extent the collective bargaining agreement addresses a matter the collective bargaining agreement shall prevail for those employees included in the collective bargaining unit.

Any references in the PRR to the masculine gender shall include both the masculine and feminine gender.

Section 2: Unclassified Service Defined [Nebraska Revised Statute §23-2519]

The County Service shall be divided into the “classified service” and the “unclassified service.” All positions of the County shall be in the classified service unless specifically designated as being in the unclassified service as established by the County Civil Service Act. Positions in the unclassified service include the following:

- County Officers elected by popular vote and persons appointed to fill vacancies in such elective offices;
- Department Heads;
- One principal assistant or Chief Deputy for each County Department (when more than one principal assistant or Chief Deputy is mandated by law, all such positions shall be in the unclassified service);
- County Personnel Officer;



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- Administrative Assistant to the Board of County Commissioners;
- Attorneys;
- Employees of an emergency management organization;
- Deputy Sheriffs;
- Bailiffs;
- Members of boards and commissions appointed by the Board of County Commissioners;
- Physicians, and
- Persons employed in a professional or scientific capacity to make or conduct temporary and special investigation or examination on behalf of the Board of County Commissioners.

Section 3: Savings Clause

If any provision of the PRR or any part or section thereof is subsequently declared to be unlawful or unenforceable by any court of competent jurisdiction or by the operation of any federal law or statute of the State of Nebraska, all other provisions of the PRR shall remain in full force and effect.