

FILED

AT _____ O'CLOCK _____ M

JUN - 1 1981

D. L. WOLF, Director of
General Services of Lane County

Glenn Bechtel
DEPUTY

REEL 111 PAGE 001

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDINANCE NO. 11-81

) IN THE MATTER OF AMENDING CHAPTER 2
) OF LANE CODE REGARDING LC 2.280(2) TO
) PROVIDE A UNIFORM PROCEDURE AND
) STANDARDIZED CRITERIA WHEN DETERMINING
) EMPLOYEE LAYOFF AND DECLARING AN EMERGENCY

The Board of County Commissioners of Lane County ordains as follows:

Chapter 2 of Lane Code is hereby amended by removing and substituting the following page:

REMOVE THIS PAGE

INSERT THIS PAGE

2.270 - 2.285 (one page)

2.270 - 2.285 (one page)

Said page is attached hereto and incorporated herein by reference. The purpose of this substitution is to amend LC 2.280(2) to provide a uniform procedure and standardized criteria when determining employee layoff.

An emergency is hereby declared to exist and this ordinance, being enacted by the Board in the exercise of its police power for the purpose of meeting such emergency and for the immediate preservation of the public peace, health and safety, shall take effect immediately.

Enacted this 27 day of May, 1981.

Harold H. Rutherford
 Chairman, Lane County Board of
 Commissioners

Recording Secretary for this Meeting
of the Board

In the Matter of Amending Chapter 2 of Lane Code Regarding LC 2.280(2) to Provide a Uniform Procedure and Standardized Criteria When Determining Employee Layoff and Declaring an Emergency

APPROVED AS TO FORM
 DATE 5-7-81
Crista C. Mc...
 OFFICE OF LEGAL COUNSEL

2.270

Lane Code

2.285

promote such persons as may be needed without regard to subsection (1) of this section for a period not to exceed 30 calendar days.

2.275 Probationary Period. Unless otherwise agreed in collective bargaining agreements, probationary periods shall be as set forth in this section.

(1) Appointment Probationary Period. The first year following an appointment in the classified service shall be a probationary period, during which time an employee may be dismissed at any time without right of appeal. Employees shall be given permanent appointment upon successful completion of the probationary period.

(2) Promotional Probationary Period. The first year following a promotion in the classified service shall be a probationary period, during which time an employee may be demoted to his or her former classification at the discretion of the appointing authority. Employees shall be given permanent appointment to the new classification upon successful completion of the probationary period.

2.280 Tenure. The tenure of every employee shall be conditional on satisfactory behavior and performance of duties:

(1) Any employee may be dismissed or demoted on the basis of merit and fitness. If an employee holds permanent appointment to his or her position, the authority making the dismissal or demotion shall, after receiving a written request by the said employee, submit within five working days, a written statement to the employee and to the Personnel Review Board explaining the reason for the action.

(2) Appointing Authorities may recommend layoff whenever there is a shortage of work or funds or for other reasons which do not reflect discredit on the employee. Layoffs shall be effective only after approval by the Board of County Commissioners.

2.285 Suspension. Any employee may be suspended without pay by the Appointing Authority for disciplinary reasons but such suspension shall not exceed a total of 30 working days in any calendar year. Such action of the Appointing Authority is subject to the appeal procedures set forth in LC 2.290 below.

18-72; 10.6.72
7-74; 7.5.74
10-75; 8.1.75