

**CIVIL SERVICE RULES REVISION  
AUGUST 2006**

- In general, duplication has been eliminated and language clarified
- Specifically,
  1. *Veterans Preference Points*: eliminated requirement that applicant has to have served during a declared war, conflict or campaign for which a campaign ribbon has been authorized; applicants need only to have served on active duty and been honorably discharged.,
  2. *Flex Promotion Definition Added*
  3. *CEA Employee Probation/Qualifying Periods Extension*: added language on CEA employee probation and qualifying periods that allows extensions for unusual circumstances as long as both CEA and management agree.
  4. *New Eligible List Selection Criteria for All Represented Groups Except IAFF (Fire)*: previous selection requirements did not allow management to interview and select candidates for hire from any eligible group except Group 1 (test scores 90-100%) until the number of applicants on that list was less than five. Three eligible groups existed: Group 1 (90-100%), Group 2 (80-89.9%) and Group 3 (70-79.9%). If Group 2 did become eligible for consideration, Group 3 would not become available until the total of those remaining in Groups 1 and 2 was less than five. Applicants scoring in the Group 3 range rarely became available because of the normally large number of candidates in the first two groups.

Group 1 test scores will now range from 85% to 100% and Group 2 scores will range from 70-84%. Because the majority of candidates score in the Group 2 range, there is now potential for all candidates to be considered, opening up selection choice for management and promotional opportunity for current employees.

IAFF membership has elected to remain with the original groupings and selection criteria.