

Certification
State of Nebraska
Department of Administrative Services
State Personnel Division


I, Mike McCrory, Director of the State Personnel Division of the Nebraska Department of Administrative Services, certify the attached is a true and correct copy of the Classified System Personnel Rules (Title 273 of the Nebraska Administrative Code) as amended. These Rules were adopted after public hearing held on April 8, 2005 of which notification was given by publication on March 5, 2005 in a newspaper having general circulation in the State of Nebraska.

The purposes of these Rules are to:

1. Promote economy and efficiency in state government through the recruitment, selection, employment, compensation and advancement of employees, based on their relative knowledge, skills and abilities, with consideration of experience and longevity, including open consideration of qualified applicants for initial appointments.
2. Assure equal opportunity to applicants and employees in all aspects of personnel administration without regard to political affiliation, race, color, national origin, sex, age, marital status, mental or physical disability or religious creed, and with proper regard for their privacy and constitutional rights.
3. Provide for a uniform system of position evaluation based on analysis to assure compliance with the principle of equitable pay for comparable work.
4. Retain maximum authority and responsibility at the agency level for decisions to select or to terminate employees and for other facets of personnel management as may be consistent with the rule-making authority of the Director of DAS State Personnel for the development of uniform personnel administrative procedures.
5. Establish the necessary procedures to assure reasonably uniform and consistent personnel practices and provide a reliable basis for personnel costs projections and staffing patterns.
6. Encourage the retention and improved performance of employees in the state's service by establishing procedures, rules, regulations or guidelines regarding training, staff development and career advancement.
7. Establish uniform systematic processes for performance appraisal and employee discipline.

I further certify that all previous Rules are superceded by the contents of this filing.

Done this 23 day of March, 2006.



Mike McCrory, Director
State Personnel Division
Nebraska Department of Administrative Services

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