

increments based on term of service for each classified position. Once adopted, such salary scales shall not be decreased.

(c) The employment of employees of the classified service, which rules and regulations shall provide a schedule of hours of employment, holidays, sick leaves and vacations, and which rules and regulations may be amended or added to by the County Commissioners.

(d) The method of selection of new employees, including suitable provision for competitive examinations and notice of vacancies.

233F. Upon the adoption of classifications and salary schedules for each position in the Classified Service, the employee then filling the respective positions shall BE ON PROBATION FOR SIX MONTHS, AND AT THE END OF SIX MONTHS SHALL automatically and without examination, become a classified employee of the classified system, subject to all of the provisions hereunder; provided that an employee receiving a higher salary than that provided in the salary schedule shall not have his or her salary decreased, or increased, until adjustments for increments to which he or she is entitled shall have exceeded the salary being received.

233G. The County Commissioners, when an emergency arises and time will not permit compliance with the provisions of this sub-title or any regulation adopted thereunder, may make an emergency appointment for a period not to exceed four months, and such employee shall be known as an emergency employee and have no status as a classified employee.

233H. The County Commissioners shall by rule prescribe standards of performance for any positions or classes of positions, and the County Commissioners shall have authority to provide facilities for special training to increase the efficiency of new and old employees.

233-I. (a) An employee may be permanently separated from the Classified Service through resignation, rejection on probation or removal for cause, and may be temporarily separated through suspension pending charges, or leave of absence granted at the request of the employee.

(b) The County Commissioners may at any time before the expiration of a SIX-MONTH probationary period, ~~to be prescribed by rule, which in no event shall exceed six (6) months,~~ discharge any person appointed to a classified position. THE COUNTY COMMISSIONERS MAY EXTEND THE PROBATIONARY PERIOD AN ADDITIONAL SIX MONTHS WHEN IT DEEMS AN EXTENSION NECESSARY. The employee so discharged shall be considered permanently separated from such position.

(c) No employee who has completed his or her probation may have his position abolished. No employee may be permanently removed from the Classified Service except for cause, upon written charges and after an opportunity to be heard in his own defense. Charges shall be filed by the County Commissioners, and within thirty (30) days after such filing, and notice thereof to the employee by mailing a copy of said charge addressed to the employee at his or her address carried in the records of the Classified Service, shall