

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

Index

-A-

ADA and Reasonable Accommodation in Employment	<a href="#">50-020-10</a> , <a href="#">Toolkit</a> , <a href="#">OAR 105-040-0001</a>	6-7-10
Affordable Care Act	<a href="#">50-070-01</a> , <a href="#">Toolkit</a>	11-5-14
Alcohol and Controlled Substance Testing	<a href="#">OAR 105-050-0003</a>	7-1-16
Allocation of positions	<a href="#">30-000-01</a>	8-5-05
Alternative Leave Provisions	<a href="#">60-000-20</a>	3-22-16
- Accrual increase <ul style="list-style-type: none"> <li>o Sick leave</li> <li>o Vacation leave</li> </ul>	<a href="#">60-000-20</a>	3-22-16
- Advance of leave hours	<a href="#">60-000-20</a>	3-22-16
Alternate Method for Filling Positions	<a href="#">40-010-02</a>	7-1-16
- Crossfill	<a href="#">40-010-02</a>	7-1-16
- Doublefill	<a href="#">40-010-02</a>	7-1-16
- Overfill	<a href="#">40-010-02</a>	7-1-16
- Underfill	<a href="#">40-010-02</a>	7-1-16
Americans with Disabilities Act (ADA)	<a href="#">50-020-10</a> , <a href="#">Toolkit</a> , <a href="#">OAR 105-040-0001</a>	6-7-10
Affirmative Action	<a href="#">OAR 105-040-0001</a>	
Agency Head Appointment Requirements	<a href="#">Matrix</a>	
Appeals	<a href="#">ORS 240.086</a> , <a href="#">ORS 240.321(4)</a> , <a href="#">ORS 240.560</a>	
- Classified Unrepresented	<a href="#">70-005-02</a> , <a href="#">70-005-05</a> , <a href="#">OAR 115-45-010</a> , <a href="#">ORS 240.560</a>	10-8-08
- Management Service	<a href="#">70-000-02</a> , <a href="#">70-000-10</a> , <a href="#">OAR 115-45-010</a> , <a href="#">ORS 240.560</a>	1-1-15, 10-8-08
- Temporary appointments	<a href="#">OAR 115-045-0017</a>	
Appointing Authority	<a href="#">ORS 204.015(2)</a> , <a href="#">ORS 240.400</a>	
Appointments		
- Academic year	<a href="#">40-010-02</a>	7-1-16
- Appointment list	<a href="#">40-010-02</a>	7-1-16
- Direct	<a href="#">ORS 240.306(5)(b)</a>	
- Executive Service – Unclassified	<a href="#">40-055-01</a>	1-17-06
- Limited Competitive	<a href="#">40-010-02</a>	7-1-16
- Limited Duration	<a href="#">40-025-02</a> , <a href="#">40-010-02</a>	3-1-16, 7-1-16
- Job sharing	<a href="#">ORS 240.012</a> , <a href="#">ORS 240.013</a> , <a href="#">ORS 240.015(7)</a>	
- Non-Competitive	<a href="#">40-010-02</a>	7-1-16
- Regular status	<a href="#">ORS 240.015(8)</a> , <a href="#">ORS 240.316</a>	
- Seasonal	<a href="#">ORS 240.425</a>	

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

- Temporary	<a href="#">ORS 240.309</a>	
- Unclassified	<a href="#">ORS 240.205</a> , <a href="#">40-055-01</a>	1-17-06
Athletic Competition	<a href="#">ORS 243.325 - .335</a> , <a href="#">60-000-12</a>	4-22-15
Audit of HR Management Practices	<a href="#">10-025-01</a>	5-1-03

-B-

Benchmark	<a href="#">20-000-05</a>	8-12-98
Bereavement leave	<a href="#">60-000-10</a> , <a href="#">Addendum</a>	2-24-15, 3-1-16
- Donated	<a href="#">60-000-10</a>	2-24-15
- Donation between agencies	<a href="#">60-000-10</a>	2-24-15
- Family member	<a href="#">60-000-10</a> , <a href="#">Addendum</a>	2-24-15, 3-1-16
- OFLA	<a href="#">60-000-15</a> , <a href="#">Attachment G</a>	1-1-16
Bilingual Skills Differential	<a href="#">20-005-10</a>	3-30-09
Break in Service – see Reemployment	<a href="#">10-000-01(11)</a> , <a href="#">20-005-10(1)(g)</a>	3-30-09
- Effect on leave benefits	<a href="#">60-000-05</a> , <a href="#">60-000-11</a> , <a href="#">60-000-20</a>	4-1-15, 1-1-16, 3-22-16
Breastfeeding (See also Expression of Milk and Unpaid Rest Periods)	<a href="#">60-000-30</a>	11-25-13
Bureau of Labor & Industries (BOLI)	<a href="#">OAR 839-001-0000</a>	

-C-

Categories of State Service	<a href="#">ORS 240.195</a>	
- Classified Service	<a href="#">ORS 240.210</a>	
- Unclassified Service – (also referred to as Executive Service)	<a href="#">ORS 240.205</a>	
- Exempt Service	<a href="#">ORS 240.200</a>	
- Management Service	<a href="#">ORS 240.212</a> , <a href="#">ORS 243.650</a> , <a href="#">Designation Checklist</a>	
o Supervisory	<a href="#">ORS 243.650(16)</a>	
o Confidential	<a href="#">ORS 243.650(6)</a>	
o Managerial	<a href="#">ORS 243.650(23)</a>	
Classification & Compensation	<a href="#">ORS 240.015(4)</a> , <a href="#">ORS 240.109</a>	
- Benchmark	<a href="#">20-000-05</a>	8-12-98
- Central Evaluation Team	<a href="#">20-000-05</a> , <a href="#">10-000-01(13)</a>	8-12-98, 7-1-16
- Classification changes	<a href="#">30-005-01</a>	12-26-05
- Comparability of value/work	<a href="#">20-000-01</a>	8-24-01
	<a href="#">20-000-05</a>	8-12-98
- Compensation changes	<a href="#">20-005-01</a>	9-24-99
- Competitive compensation	<a href="#">20-005-01</a>	9-24-99

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

- General compensation	<a href="#">20-005-01</a>	9-24-99
- Internal equity	<a href="#">20-005-01</a>	8-12-98
- Job Evaluations	<a href="#">20-000-05</a>	8-12-98
- Maintenance	<a href="#">20-000-01</a>	8-24-01
- Merit Pay System	<a href="#">20-005-05</a>	5-26-15
- Plan & development	<a href="#">20-000-01</a>	8-24-01
- Special merit increase	<a href="#">20-005-01</a>	5-26-15
- Total compensation	<a href="#">20-005-01</a>	9-24-99
- Value of work	<a href="#">20-005-01</a>	9-24-99
Classification Guide	<a href="#">Classification Guide</a>	
Classified Unrepresented Service		
- Appeal	<a href="#">ORS 240.560</a>	
- Complaint resolution	<a href="#">70-005-05</a>	10-8-08
- Discipline/dismissal	<a href="#">70-005-02</a>	10-8-08
- Effects of position change, Appeal rights	<a href="#">30-005-01</a>	12-26-05
- Employment Relations Board (ERB) appeal	<a href="#">70-005-05, OAR 115-045-0005</a>	10-8-08
- Grievance procedure	<a href="#">70-005-05</a>	10-8-08
Closure of State Offices	<a href="#">60-015-01</a>	
Compensatory Time (CT)	<a href="#">20-005-20</a>	8-5-05
Confidential employee	<a href="#">ORS 243.650(6)</a>	
Conflict of interest (see Public Officials, Guide)	<a href="#">A Guide for Public Officials</a>	
Commercial Driver License drug testing	<a href="#">OAR 105-050-0003</a>	7-1-16
Court appearance (with and without pay)	<a href="#">60-000-12</a>	4-22-15
Crime victim leave	<a href="#">60-000-12</a>	4-22-15
Crossfill	<a href="#">40-010-02</a>	7-1-16
Current or Recalled Employee Relocation	<a href="#">40-055-10</a>	7-10-14

-D-

Day of Leave (formerly known as Governor's Day)	<a href="#">60-010-01, 60-000-10</a>	11-17-15, 2-24-15
Definitions	<a href="#">10-000-01</a>	7-1-16
Demotion (voluntary or involuntary)		
- Appeal	<a href="#">70-000-02, 70-000-10, 70-005-05</a>	1-1-15, 10-8-08
- Due to disciplinary action	<a href="#">70-000-02,</a>	1-1-15
- Notification	<a href="#">70-000-10, 70-005-02</a>	1-1-15, 10-8-08
- Pay	<a href="#">20-005-10</a>	3-30-09
- Salary eligibility date	<a href="#">20-005-10</a>	3-30-09
Delegation of Authority	<a href="#">ORS 240.311</a>	

**CHRO Rule and Policy Index**

**DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)**

Development, Employee	<a href="#">ORS 240.306(7), 50-045-01</a>	7-19-95
Differentials (also see Pay Differentials)	<a href="#">20-005-10</a>	3-30-09
Direct Appointment	<a href="#">40-010-02</a>	7-1-16
Disability	<a href="#">OAR 105-040-0001, 50-020-10</a>	
Discipline and Dismissal		
- Classified Unrepresented	<a href="#">70-005-02</a>	10-8-08
- Management Service	<a href="#">70-000-02</a>	1-1-15
Dismissal (see Discipline and Dismissal)		
Discrimination and Harassment Free Workplace	<a href="#">50-010-01</a>	1-25-08
Domestic violence, harassment, sexual assault or stalking leave	<a href="#">60-000-12</a>	4-22-15
- Workplace Effects of Domestic Violence, Harassment, Sexual Assault and Stalking	<a href="#">50-010-04, Toolkit</a>	1-1-14
Donated leave	<a href="#">60-025-01, Toolkit &amp; Addendum</a>	6-7-10
- Compensatory time donation	<a href="#">60-025-01</a>	6-7-10
- Hardship leave donations	<a href="#">60-025-01, Toolkit &amp; Addendum</a>	6-7-10, 5-3-16
- Interagency donated leave	<a href="#">60-025-01</a>	6-7-10
- Military donated leave program	<a href="#">60-020-05</a>	1-1-10
- Vacation leave donation	<a href="#">60-000-05</a>	4-1-15
Doublefill	<a href="#">40-010-02</a>	7-1-16
Drug-Free Workplace	<a href="#">50-000-01, FAQs</a>	3-15-16
Drug testing	<a href="#">50-000-02, OAR 105-05-0003</a>	1-31-96, 7-1-16
Drug testing of Final Applicant	<a href="#">OAR 105-050-0004</a>	7-1-16

-E-

Early Return to Work of Injured Workers	<a href="#">50-020-05</a>	4-6-16
Effect of Position Classification Changes on Incumbents	<a href="#">30-005-01</a>	12-26-05
Effect of position change on the unclassified executive service	<a href="#">30-005-01</a>	12-26-05
Employee Development and Implementation	<a href="#">50-045-01</a>	7-19-95
Employee Health & Wellness	<a href="#">50-010-06</a>	12-27-17
Employee Performance Recognition Program	<a href="#">50-040-01</a>	8-20-15
Employee Records	<a href="#">10-011-01</a>	7-1-16
Employment Relations Board (ERB)	<a href="#">OAR 115-010-0000</a>	
Equal Employment Opportunity	<a href="#">OAR 105-040-0001</a>	
Essential Functions	<a href="#">50-020-10</a>	6-7-10
Ethics Law, Oregon Government	<a href="#">A Guide for Public Officials</a>	

**CHRO Rule and Policy Index**

**DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)**

Exceptional performance recognition leave with pay	<a href="#">60-000-10</a>	2-24-15
Exceptions to Hay Evaluated Salary	<a href="#">20-005-15</a>	10-21-04
Exit Interview process	<a href="#">Survey &amp; Memo</a> , <a href="#">Exit Interview</a>	8-18-15
Executive Service (See Unclassified Service)	<a href="#">ORS 240.205</a>	
Exempt Service	<a href="#">ORS 240.200</a>	
- Reemployment	<a href="#">ORS 240.590</a>	
Expression of Milk and Unpaid Rest Periods (See also Breastfeeding)	<a href="#">60-000-30</a>	11-25-13

-F-

Fair Labor Standards Act	<a href="#">20-005-20</a> , <a href="#">FLSA Guide</a>	8-5-05
- Exempt	<a href="#">20-005-20</a>	8-5-05
o Accrued leave		
- Non-exempt	<a href="#">20-005-20</a>	8-5-05
o Compensatory time		
o Overtime eligible		
- Second jobs	<a href="#">20-005-20</a>	8-5-05
- Workweek defined (BOLI)	<a href="#">ORS 839-001-0143</a>	
Family and Medical Leave Act	<a href="#">60-000-15</a> , <a href="#">Toolkit</a>	1-1-16
- Continuous, intermittent or reduced schedule leave	<a href="#">60-000-15</a>	1-1-16
- Dual entitlement	<a href="#">60-000-15</a>	1-1-16
- Eligibility matrix	<a href="#">60-000-15</a>	1-1-16
- Insurance coverage	<a href="#">60-000-15</a>	1-1-16
- Fitness for duty	<a href="#">60-000-15</a>	1-1-16
- Military caregiver leave	<a href="#">60-000-15</a>	1-1-16
- Military health care certification	<a href="#">60-000-15</a>	1-1-16
- Parental leave	<a href="#">60-000-15</a>	1-1-16
- Qualifying exigency leave	<a href="#">60-000-15</a>	1-1-16
- Qualifying purpose	<a href="#">60-000-15</a>	1-1-16
- Records/Retention	<a href="#">OAR 166-300-0035(5)</a>	10-29-12
- Reinstatement rights	<a href="#">60-000-15</a>	1-1-16
- Requesting FMLA/OFLA leave process	<a href="#">60-000-15</a>	1-1-16
- Serious health condition	<a href="#">60-000-15</a>	1-1-16
- Sick child leave	<a href="#">60-000-15</a>	1-1-16
- Use of paid leave	<a href="#">60-000-15</a>	1-1-16
Filling positions	<a href="#">OAR 105-040-0001</a>	
- Affirmative Action	<a href="#">OAR 105-040-0001</a>	
- Equal Employment Opportunity	<a href="#">OAR 105-040-0001</a>	

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

- Veteran's Preference	<a href="#">OAR 105-040-0001</a>	
Flexible Work Schedule	<a href="#">10-000-01(38)</a> , <a href="#">10-030-01</a> , <a href="#">20-005-20</a>	10-8-08, 11-12-15, 8-5-05
FMLA (see Family and Medical Leave)	<a href="#">60-000-15</a> , <a href="#">Toolkit</a>	1-1-16
FMLA Qualifying Exigency leave	<a href="#">60-000-15</a> , <a href="#">Toolkit</a>	1-1-16

-G-

General wage adjustment	<a href="#">20-005-10</a>	3-30-09
Governor's Leave Day (now known as Day of Leave)	<a href="#">60-010-01</a> , <a href="#">60-000-10</a>	11-17-15, 2-24-15
Governmental Conduct	<a href="#">50-090-01</a>	1-1-17
Government Ethics Law	<a href="#">A Guide for Public Officials</a>	
Grievances	<a href="#">ORS 240.086</a> , <a href="#">ORS 240.321(4)</a> , <a href="#">ORS 240.560</a>	
- Classified Unrepresented	<a href="#">70-005-02</a> , <a href="#">70-005-05</a>	10-8-08
- Management Service	<a href="#">70-000-02</a> , <a href="#">70-000-10</a>	1-1-15, 10-8-08

-H-

Harassment Free Workplace	<a href="#">50-010-01</a>	1-25-08
Hardship leave (also see Donated Leave)	<a href="#">60-025-01</a> , <a href="#">Toolkit &amp; Addendum</a>	6-7-10
Hay Evaluation	<a href="#">20-000-05</a> (under revision)	8-12-98
- Exceptions	<a href="#">20-005-15</a>	10-21-04
Hazardous Environment Conditions	<a href="#">60-015-01</a>	2-24-15
Health insurance coverage	<a href="#">50-070-01</a> , <a href="#">ORS 243.105</a>	11-5-14
Holidays	<a href="#">2017 Holiday Calendar</a>	
- Alternate work schedule	<a href="#">60-010-01</a>	11-17-15
- Day of Leave (formerly known as Governor's Day)	<a href="#">60-010-01</a> , <a href="#">60-000-10</a>	11-17-15, 2-24-15
- Holiday pay	<a href="#">60-010-01</a>	11-17-15
- Paid holiday list	<a href="#">60-010-01</a>	11-17-15
- Temporary employees	<a href="#">60-010-01</a>	11-17-15
Human Resources Management Practices, Audits	<a href="#">10-025-01</a>	5-1-03
Human Resources, Model Rules of Procedure	<a href="#">OAR 105-001-0005</a>	1-30-06
Human Resources, Notice of Rulemaking	<a href="#">OAR 105-001-0000</a>	11-13-06

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

-I-

I-9 Form	<a href="https://www.uscis.gov/i-9">https://www.uscis.gov/i-9</a>	
Improper Governmental Conduct	<a href="#">50-090-01</a>	1-1-17
Inclement weather	<a href="#">60-015-01</a>	2-24-15
- Leave guide/matrix	<a href="#">Matrix</a>	1-21-15
Incident Response Assignment Pay	<a href="#">20-005-10, Addendum</a>	3-30-09, 8-13-13
Injured Worker	<a href="#">50-020-03, OAR 105-050-0025</a>	6-7-10, 7-1-16
- Early Return to Work	<a href="#">50-020-05</a>	4-6-16
- Preference for Entry-Level Positions	<a href="#">OAR 105-050-0030</a>	7-1-16
- Preference for Light Duty Assignments	<a href="#">OAR 105-050-0025</a>	7-1-16
- Reinstatement/reemployment	<a href="#">50-020-03</a>	6-7-10
Interruption of Employment, Temporary	<a href="#">60-015-01</a>	2-24-15
Interview/testing leave	<a href="#">60-000-10</a>	2-24-15
Insurance Benefits	<a href="#">ORS 243.105 - 243.223</a>	

-J-

Job Evaluations	<a href="#">20-000-05</a>	8-12-98
Job Interview/testing leave	<a href="#">60-000-10</a>	2-24-15
Job Rotation	<a href="#">50-015-01</a>	8-1-94
Job sharing	<a href="#">ORS 240.012, ORS 240.013, ORS 240.015(7)</a>	
Jury Service/Jury Duty	<a href="#">60-000-12</a>	4-22-15

-K-


-L-

Layoff/Removal	<a href="#">50-025-01</a>	1-1-15
- Pay upon return	<a href="#">20-005-10</a>	3-30-09
- Recruitment/layoff lists	<a href="#">40-010-02</a>	7-1-16
- Salary eligibility date	<a href="#">20-005-10</a>	3-30-09
Leadwork Differential	<a href="#">20-005-10</a>	3-30-09
Leave		

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

- Alternate Leave Provisions	<a href="#">60-000-20</a>	3-22-16
- Crime Victim	<a href="#">60-000-12</a>	4-22-15
- Donate Leave	<a href="#">60-025-01</a> , <a href="#">Toolkit</a> , <a href="#">Addendum</a>	6-7-10, 5-3-16
- Exceptional Performance Recognition	<a href="#">60-000-10</a> , <a href="#">Addendum</a>	2-24-15, 3-1-16
- Family and Medical Leave (see Family and Medical Leave above)		
- Holiday Leave (see Holiday)	<a href="#">60-010-01</a>	11-17-15
- Job Incurred Disability	<a href="#">60-000-01</a> , <a href="#">60-000-11</a>	9-28-16, 8-29-08
- Jury Service/Jury Duty	<a href="#">60-000-12</a>	4-22-15
- Military Donated Leave Program	<a href="#">60-020-05</a> , <a href="#">Toolkit</a>	1-1-10
- Military Leave	<a href="#">60-000-25</a>	2-20-15
- Parental Leave (see Family and Medical Leave)		
- Peace Corps	<a href="#">60-000-12</a>	4-22-15
- Personal Business	<a href="#">60-000-10</a>	2-24-15
- Pregnancy (see Family and Medical Leave)		
- Pre-Retirement Counseling	<a href="#">60-000-10</a>	2-24-15
- Proration	<a href="#">60-000-01</a> , <a href="#">60-000-05</a>	9-28-16, 4-1-15
- Red Cross Disaster	<a href="#">60-000-12</a>	4-22-15
- Search and Rescue Operation	<a href="#">60-000-12</a>	4-22-15
- Sick Leave	<a href="#">60-000-01</a> , <a href="#">Toolkit</a>	9-28-16
- Special Leave	<a href="#">60-000-10</a> , <a href="#">Addendum</a>	2-24-15, 3-1-16
- Statutorily Required Leave	<a href="#">60-000-12</a>	4-22-15
- Vacation Leave	<a href="#">60-000-05</a>	4-1-15
- Worlds Pan Am or Olympic Training	<a href="#">60-000-12</a>	4-22-15
Leave without Pay	<a href="#">60-000-11</a>	8-29-08
- Exceptions	<a href="#">60-000-11</a>	8-29-08
- PERS impact	<a href="#">60-000-11</a>	8-29-08
- Recognized service date impact	<a href="#">60-000-11</a>	8-29-08
- Salary eligibility date	<a href="#">60-000-11</a>	8-29-08
Limited Duration	<a href="#">Template</a> , <a href="#">FAQs</a>	
- Agreement	<a href="#">40-025-02</a> , <a href="#">form</a>	3-1-16
- Appointment	<a href="#">40-025-02</a>	3-1-16
- Recruitment	<a href="#">40-025-02</a>	3-1-16
- Return rights	<a href="#">40-025-02</a>	3-1-16
- Salary and benefits	<a href="#">40-025-02</a>	3-1-16
- Termination or Ending	<a href="#">40-025-02</a>	3-1-16
- Trial Service	<a href="#">40-025-02</a>	3-1-16
Lump sum payments	<a href="#">20-005-10</a>	3-30-09



CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

-M-

Maintaining a Professional Workplace	<a href="#">50-010-03</a>	11-1-13
Management Service		
- Appeal	<a href="#">70-000-10</a> , <a href="#">OAR 115-045-005</a> , <a href="#">OAR 115-045-0010</a> , <a href="#">ORS 240.560</a>	10-8-08
- Appointment	<a href="#">ORS 240.306</a> , <a href="#">ORS 240.570</a>	
- Discipline/removal	<a href="#">70-000-02</a>	1-1-15
- Dismissal	<a href="#">70-000-02</a> , <a href="#">ORS 240.555</a> ; <a href="#">ORS 240.570</a>	1-1-15
- Layoff	<a href="#">50-025-01</a>	1-1-15
- Employment Relations Board (ERB) appeal	<a href="#">70-000-10</a> , <a href="#">OAR 115-45-000</a>	10-8-08
- Grievance procedure matrix	<a href="#">70-000-10</a>	10-8-08
- Grievance & appeal review	<a href="#">70-000-10</a>	10-8-08
- Non-disciplinary personnel actions	<a href="#">70-000-10</a>	10-8-08
- Procedures for discipline/dismissal	<a href="#">70-000-02</a>	1-1-15
- Restoration of Management Service Employees	<a href="#">50-030-01</a>	1-1-15
Management Service criteria	<a href="#">ORS 240.212</a> , <a href="#">ORS 243.650</a> ,	
- Criteria	<a href="#">Class Guide (Section 11)</a>	
- Designation checklist	<a href="#">Designation Checklist</a>	
- Supervisory	<a href="#">ORS 243.650(16)</a>	
- Confidential	<a href="#">ORS 243.650(6)</a>	
- Managerial	<a href="#">ORS 243.650(23)</a>	
Managing Improper Governmental Conduct	<a href="#">50-090-01</a>	1-1-17
Medical Records	<a href="#">10-011-01</a>	7-1-16
Mentoring Program	<a href="#">10-030-03</a>	11-30-04
Merit Increase	<a href="#">20-005-05</a>	5-26-15
Merit Pay System	<a href="#">ORS 240.235</a> , <a href="#">20-005-05</a>	5-26-15
Military (See also USERRA)	<a href="#">60-000-15</a> , <a href="#">Toolkit</a>	1-1-16
- Military caregiver leave (FMLA)	<a href="#">60-000-15</a>	1-1-16
- Military donated leave program	<a href="#">60-020-05</a> , <a href="#">Toolkit</a>	1-1-10
- Military leave	<a href="#">60-000-25</a>	2-20-15
- Military leave without pay	<a href="#">60-000-25</a>	2-20-15
- Military family leave (OFLA)	<a href="#">60-000-15</a>	1-1-16
- Military health care certification (FMLA)	<a href="#">60-000-15</a>	1-1-16
- Military training leave	<a href="#">60-000-25</a>	2-20-15
- Reemployment rights	<a href="#">60-000-25</a>	2-20-15

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

- Temporary status/active duty	<a href="#">40-025-01</a>	2-18-11
Minimum Qualifications	<a href="#">10-000-01</a>	7-1-16
Misallocation	<a href="#">10-000-01</a> , <a href="#">30-005-01</a>	7-1-16, 12-26-05
- Effect on incumbent	<a href="#">30-005-01</a>	12-26-05
- Pay	<a href="#">30-005-01</a>	12-26-05
Moving Expenses	<a href="#">40-055-10</a>	7-10-14

-N-

Nepotism	<a href="#">ORS 659A.309</a>	
New employee relocation	<a href="#">40-055-20</a>	7-10-14
- Expense reimbursement/guide	<a href="#">40-055-20</a>	7-10-14
- Relocation agreement form	<a href="#">Template form</a>	
New hire		
- Alternative Leave Provisions	<a href="#">60-000-20</a>	3-22-16
- Drug testing final applicant	<a href="#">OAR 105-050-0004</a>	7-1-16
- Hiring rates	<a href="#">20-005-10</a>	3-30-09
- New employee relocation	<a href="#">40-055-20</a>	7-10-14
- Trial service period	<a href="#">40-065-01</a>	1-1-15
Notification requirements		
- Demotion	<a href="#">70-000-02</a> , <a href="#">70-005-02</a>	1-1-15, 10-8-08
- Disciplinary Action	<a href="#">70-000-02</a> , <a href="#">70-005-02</a>	1-1-15, 10-8-08
- Dismissal/Removal/Discharge	<a href="#">70-000-02</a> , <a href="#">70-005-02</a>	1-1-15, 10-8-08
- Reduction of Salary	<a href="#">70-000-02</a> , <a href="#">70-005-02</a>	1-1-15, 10-8-08
- Layoff/Removal	<a href="#">50-025-01</a> , <a href="#">70-000-02</a> , <a href="#">70-005-02</a>	1-1-15, 10-8-08
- Suspension	<a href="#">70-000-02</a> , <a href="#">70-005-02</a>	1-1-15, 10-8-08

-O-

Office closures	<a href="#">60-015-01</a>	2-24-15
Olympic, World or Pan American Events	<a href="#">ORS 243.325 - .335</a> , <a href="#">60-000-12</a>	4-22-15
Oregon Family Leave Act (see also Family and Medical Leave Act)	<a href="#">60-000-15</a> , <a href="#">Toolkit</a>	1-1-16
- Continuous, intermittent or reduced schedule leave	<a href="#">60-000-15</a>	1-1-16
- Insurance coverage	<a href="#">60-000-15</a>	1-1-16
- Leave matrix	<a href="#">60-000-15</a>	1-1-16
- Parental leave	<a href="#">60-000-15</a>	1-1-16
- Serious health condition	<a href="#">60-000-15</a>	1-1-16
- Sick child leave	<a href="#">60-000-15</a>	1-1-16
Oregon Health Insurance Exchange Corp. (ORHIX) Transition	<a href="#">50-080-01</a>	3-6-15

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

Overfill	<a href="#">40-010-02</a>	7-1-16
Overtime	<a href="#">20-005-20</a> , <a href="#">BOLI Handbook on Oregon Wage and Hours Laws</a>	8-5-05

-P-

Parental leave (see also Family and Medical Leave)	<a href="#">60-000-15</a> , <a href="#">Toolkit</a>	1-1-16
- Donated leave	<a href="#">60-025-01</a>	6-7-10
- FMLA/OFLA	<a href="#">60-000-15</a>	1-1-16
Patient Protection and Affordable Care Act	<a href="#">50-070-01</a> , <a href="#">Toolkit</a>	11-5-14
Pay Administration (see also Pay Practices)	<a href="#">20-005-10</a>	3-30-09
Pay Differentials	<a href="#">20-005-10</a> , <a href="#">Addendum</a>	3-30-09, 4-27-16
- Actuary designation	<a href="#">20-005-10</a>	3-30-09
- Bilingual Skills	<a href="#">20-005-10</a>	3-30-09
- Board Certification <ul style="list-style-type: none"> <li>o Supervising Dentists</li> <li>o Physicians</li> <li>o Physician Specialist</li> </ul>	<a href="#">20-005-10</a>	3-30-09
- Board/Commission Chair	<a href="#">20-005-10</a>	3-30-09
- Change in Reporting Time	<a href="#">20-005-10</a>	3-30-09
- Chaplain Housing Allowance	<a href="#">20-005-10</a>	3-30-09
- Divers	<a href="#">20-005-10</a> , <a href="#">Addendum</a>	3-30-09, 4-27-16
- DMV Inmate Work Assignment	<a href="#">20-005-10</a>	3-30-09
- DOJ Support Services Supv	<a href="#">20-005-10</a>	3-30-09
- Forestry (ODF) Meal Allowance	<a href="#">20-005-10</a>	3-30-09
- DPSST Certification	<a href="#">20-005-10</a>	3-30-09
- Education differential <ul style="list-style-type: none"> <li>o Mental Health Supervising RN</li> <li>o Nurse Manager</li> <li>o PEM in Nurse Management</li> </ul>	<a href="#">20-005-10</a>	3-30-09
- Electrician-related	<a href="#">20-005-10</a>	3-30-09
- Flight Duty	<a href="#">20-005-10</a>	3-30-09
- Geographic Area	<a href="#">20-005-10</a>	3-30-09
- High Work	<a href="#">20-005-10</a>	3-30-09
- Incident Response Assignment	<a href="#">20-005-10</a> , <a href="#">Addendum</a>	3-30-09, 8-13-13, 6-3-16
- Information Systems Team Leader	<a href="#">20-005-10</a>	3-30-09
- Leadwork	<a href="#">20-005-10</a>	3-30-09

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

- Mental Health Direct Care	<a href="#">20-005-10</a>	3-30-09
- On-Call Duty	<a href="#">20-005-10</a>	3-30-09
o FLSA non-exempt		
o FLSA exempt		
o Supervising RN		
o Mental Health Supv RN		
- Professional Surveyor's License	<a href="#">20-005-10</a>	3-30-09
- Psychiatric Work	<a href="#">20-005-10</a>	3-30-09
- Sales Commission Payment	<a href="#">20-005-10</a>	3-30-09
- School Activities	<a href="#">20-005-10</a>	3-30-09
- Shift Differential	<a href="#">20-005-10</a>	3-30-09
- Standby Duty	<a href="#">20-005-10</a>	3-30-09
- Tactical Emergency Response Team	<a href="#">20-005-10</a>	3-30-09
- Special Weapons and Tactics	<a href="#">20-005-10, Addendum</a>	3-30-09, 6-15-16
Pay Equity Project	<a href="#">Assessment tools, Pay equity tool</a>	
- Alternative leave policy addendum	<a href="#">60-000-20, Addendum</a>	9-29-17
- Pay equity bill (House Bill 2005)	<a href="#">House Bill 2005</a>	
- Pay equity <a href="#">survey</a>	<a href="#">FAQs, instructions, info, toolkit</a>	
- Pay practices policy addendum	<a href="#">20-005-10, Addendum</a>	9-29-17
Pay Line Exceptions (PLE)	<a href="#">20-005-15</a>	10-21-04
Pay Practices	<a href="#">20-005-10, Addendums</a>	3-30-09
- Demotion (voluntary or involuntary)	<a href="#">20-005-10</a>	3-30-09
- General wage adjustment	<a href="#">20-005-10</a>	3-30-09
- Lump sum payments	<a href="#">20-005-10</a>	3-30-09
- New hire/rates	<a href="#">20-005-10</a>	3-30-09
- Promotion	<a href="#">20-005-10</a>	3-30-09
- Reemployment	<a href="#">20-005-10</a>	3-30-09
o From demotion	<a href="#">20-005-10</a>	3-30-09
o From downward reclass	<a href="#">20-005-10</a>	3-30-09
o Injured worker	<a href="#">20-005-10</a>	3-30-09
- Restoration	<a href="#">20-005-10</a>	3-30-09
- Return from layoff	<a href="#">20-005-10</a>	3-30-09
- Transfer	<a href="#">20-005-10</a>	3-30-09
- Trail Service Removal	<a href="#">20-005-10</a>	3-30-09
- Underfill	<a href="#">20-005-10</a>	3-30-09
- Work-out-of-class (WOC)	<a href="#">20-005-10</a>	3-30-09
PEBB Benefits	<a href="#">ORS 243.105</a>	
Peace Corps	<a href="#">60-000-12</a>	4-22-15
Performance Evaluation	<a href="#">50-035-01</a>	6-20-05
Performance Management Process	<a href="#">50-035-01</a>	6-20-05

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

Performance Recognition Program	<a href="#">50-040-01</a>	8-20-15
Personal Business leave	<a href="#">60-000-10</a>	2-24-15
Personnel Action, defined - <a href="#">Form</a> - <a href="#">PPDB request form</a> - <a href="#">PPDB request form (temps)</a>	<a href="#">10-000-01(77)</a>	7-1-16
Personnel Records Retention - Affirmative Action - Benefits Continuation - Collective Bargaining - Comparable Worth Study - Criminal Background Check - Drug Testing - Employee Benefits - Employee Medical Records - Employee Personnel Records - Employee Suggestion Award - Employee Training - Employment Eligibility Verification Forms (I-9) - Equal Employment Opportunity Commission Compliance - Equal Employment Opportunity Complaint - Layoff - Position Descriptions - Position Inventory Control System (PICS) - Reclassification - Recruitment and Selection - Statistical Reports - Volunteer Program - Work Schedules and Assignment	<a href="#">OAR 166-300-0040</a> , <a href="#">10-011-01</a> <a href="#">OAR 166-300-0035</a>	10-29-12, 7-1-16
Position Description (PD) - <a href="#">Form</a> - <a href="#">Instructions</a>	<a href="#">30-000-01</a>	8-5-05
Position Management	<a href="#">30-000-01</a>	8-5-05
Pre-Retirement planning leave	<a href="#">60-000-10</a>	2-24-15
Professional Workplace	<a href="#">50-010-03</a>	11-1-13
Prohibited Conduct	<a href="#">ORS 240.710</a>	
Promotion - Pay - Salary eligibility date	<a href="#">ORS 240.306(7)</a> , <a href="#">10-000-01(83)</a> , <a href="#">20-005-10</a> <a href="#">20-005-10</a> <a href="#">20-005-10</a>	7-1-16, 3-30-09 3-30-09 3-30-09

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

Public Officials, A Guide	<a href="#">A Guide for Public Officials</a>	
---------------------------	--	--

-Q-

Qualifying exigency leave (also see Family and Medical Leave Act and Military Family Leave)	<a href="#">60-000-15, Toolkit</a>	1-1-16
---	------------------------------------	--------

-R-

Reallocation	<a href="#">ORS 240.215(2), 10-000-01, 30-005-01</a>	7-1-16, 12-26-05
- Effect on Incumbents	<a href="#">30-005-01</a>	12-26-05
- Legislative Review	<a href="#">ORS 291.371</a>	
- Pay	<a href="#">30-005-01</a>	12-26-05
Reasonable Accommodation	<a href="#">50-020-10</a>	6-7-10
Reclassification	<a href="#">10-000-01, 30-005-01</a>	7-1-16, 12-26-05
- Appeal	<a href="#">30-005-01</a>	12-26-05
- Effect on Incumbents	<a href="#">30-005-01</a>	12-26-05
- Effective Date	<a href="#">30-005-01</a>	12-26-05
- Legislative Review	<a href="#">ORS 291.371</a>	
- Pay	<a href="#">30-005-01</a>	12-26-05
- Prohibited	<a href="#">ORS 240.217</a>	12-26-05
Recognized service date	<a href="#">10-000-01(93)</a>	7-1-16
- Leave without pay	<a href="#">60-000-11</a>	8-29-08
- Limited duration appointments	<a href="#">40-025-02</a>	3-1-16
- Reemployment	<a href="#">60-000-05</a>	4-1-15
Records	<a href="#">OAR 166-300-0040</a>	10-29-12
- Personnel	<a href="#">OAR 166-300-0040, 10-011-01</a>	10-29-12, 7-1-16
- Position	<a href="#">30-000-01</a>	8-5-05
- Retention schedule	<a href="#">OAR 166-300-0040</a>	10-29-12
Recruitment	<a href="#">ORS 240.306, 40-010-02, toolkit</a>	7-1-16
- Affirmative Action	<a href="#">OAR 105-040-0001</a>	
- Alternate methods for filling positions	<a href="#">40-010-02</a>	7-1-16
o Crossfill		
o Doublefill		
o Overfill		
o Underfill		
- Agency layoff list	<a href="#">40-010-02</a>	7-1-16
- Equal Employment Opportunity	<a href="#">OAR 105-040-0001</a>	
- Injured worker list, preference	<a href="#">40-010-02, OAR 105-050-0030</a>	7-1-16

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

- Limited duration	<a href="#">40-025-02</a>	3-1-16
- Order of applicant list	<a href="#">40-010-02</a>	7-1-16
- Statewide layoff list	<a href="#">40-010-02</a>	7-1-16
- Types of appointments	<a href="#">40-010-02</a>	7-1-16
Red-circle	<a href="#">10-000-01(95)</a> , <a href="#">30-005-01</a>	7-1-16, 12-26-15
Red Cross disaster relief leave	<a href="#">60-000-12</a>	4-22-15
Reemployment	<a href="#">40-080-01</a> , <a href="#">20-005-10</a>	7-1-16, 3-30-09
- Exempt Service	<a href="#">ORS 240.590</a>	
- Injured worker	<a href="#">20-005-10</a> , <a href="#">50-020-03</a>	3-30-09, 6-07-10
- Military related	<a href="#">60-000-25</a>	2-20-15
- Pay	<a href="#">20-005-10</a>	3-30-09
- Recognized service date	<a href="#">60-000-05(1)(c)</a>	4-1-15
- Salary eligibility date	<a href="#">20-005-10</a>	3-30-09
- Sick leave	<a href="#">60-000-01</a>	1-1-16
- Vacation leave	<a href="#">60-000-05</a>	4-1-15
Reinstatement/reemployment of injured workers	<a href="#">50-020-03</a>	6-7-10
Relocation	<a href="#">40-055-10</a>	7-10-14
- Current/recalled employee	<a href="#">40-055-10</a>	7-10-14
- Manufactured homes	<a href="#">40-055-10</a>	7-10-14
- Moving expenses	<a href="#">40-055-10</a>	7-10-14
- Relocation Agreement form	<a href="#">Sample</a>	
Removal/Layoff	<a href="#">50-025-01</a>	1-1-15
- Management Service	<a href="#">70-000-02</a>	1-1-15
- Pay upon return	<a href="#">20-005-10</a>	3-30-09
- Recruitment/layoff lists	<a href="#">40-010-02</a>	7-1-16
- Salary eligibility date	<a href="#">20-005-10</a>	3-30-09
- Trial Service	<a href="#">ORS 240.410</a> , <a href="#">ORS 240.570(3)</a> , <a href="#">40-065-01</a>	1-1-15
Restoration		
- Management Service employees	<a href="#">50-030-01</a>	1-1-15
- Pay	<a href="#">20-005-10</a>	3-30-09
- Salary eligibility date	<a href="#">20-005-10</a>	3-30-09
Restoration of Removed Management Service Employees	<a href="#">50-030-01</a>	1-1-15
Retirement eligibility	<a href="#">ORS 238.280</a>	
Rulemaking, Model Rules of Procedure	<a href="#">OAR 105-001-0005</a>	1-30-06
Rulemaking, Notice of Rulemaking	<a href="#">OAR 105-001-0000</a>	11-13-06

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

-S-

Salary Adjustment	<a href="#">20-005-05</a> , <a href="#">20-005-10</a>	5-26-15, 3-30-09
Salary Eligibility Date	<a href="#">20-005-05</a>	5-26-15
- Demotion	<a href="#">20-005-10</a>	3-30-09
- Effect of job incurred time loss, military leave or FMLA/OFLA	<a href="#">20-005-05</a>	5-26-15
- Leave without pay	<a href="#">60-000-11</a>	8-29-08
- Promotion	<a href="#">20-005-10</a>	3-30-09
- Reemployment	<a href="#">20-005-10</a>	3-30-09
- Return from layoff	<a href="#">20-005-10</a>	3-30-09
Salary Exceptions	<a href="#">20-005-15</a>	10-21-04
Salary Increase	<a href="#">20-005-05</a>	5-26-15
Salary Plan Changes, Legislative Review	<a href="#">ORS 291.371</a>	
Salary Range	<a href="#">10-000-01(106)</a> , <a href="#">20-005-05</a> , <a href="#">20-005-10</a>	7-1-16, 5-26-15, 3-30-09
School-to-work: Career-related learning	<a href="#">40-025-05</a>	11-26-99
Search and rescue operation leave	<a href="#">60-000-12</a>	4-22-15
Seasonal Employee	<a href="#">ORS 240.425</a> , <a href="#">10-000-01(109)</a>	7-1-16
- Layoff	<a href="#">50-025-01</a>	1-1-15
- Salary Increases	<a href="#">20-005-05</a> , <a href="#">20-005-15</a>	5-26-15, 10-21-04
- Trial Service	<a href="#">ORS 240.316</a> ,	
Separation		
- Discipline	<a href="#">70-000-02</a> ,	1-1-15
- Executive Service	<a href="#">40-035-01</a>	1-1-16
- Exit Interview survey	<a href="#">Process</a> , <a href="#">Memo</a> , <a href="#">Survey</a>	8-18-15
- Layoff	<a href="#">50-025-01</a>	1-1-15
- Restoration	<a href="#">50-030-01</a>	1-1-15
- Retirement	<a href="#">ORS 238.280</a>	
- Supervisor checklist	<a href="#">Sample</a>	
Serious health condition (FMLA/OFLA)	<a href="#">60-000-15</a>	1-1-16
Service Type	<a href="#">30-000-01</a> , <a href="#">ORS 243.650</a>	8-5-05
Sexual Assault	<a href="#">50-010-04</a>	1-1-14
Shift Differential	<a href="#">20-005-10</a>	3-30-09
Sick child leave (OFLA)	<a href="#">60-000-15</a>	1-1-16
Sick leave with pay	<a href="#">60-000-01</a> , <a href="#">Toolkit</a>	
- Accrual	<a href="#">60-000-01</a>	1-1-16
- Advance of hours (recruitment incentive)	<a href="#">60-000-20</a>	3-22-16
- Disposition upon separation	<a href="#">60-000-01</a>	9-28-16
- Eligibility	<a href="#">60-000-01</a>	9-28-16
- Family members	<a href="#">60-000-01</a>	9-28-16
- Permissible use	<a href="#">60-000-01</a>	9-28-16



CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

- Restoration of sick leave hours	<a href="#">60-000-01</a>	9-28-16
- Retirement	<a href="#">60-000-01</a>	9-28-16
- Requesting sick leave	<a href="#">60-000-01</a>	9-28-16
- Temporary employees	<a href="#">60-000-01</a>	9-28-16
- Transfer (see also Movement into the Executive Branch)	<a href="#">60-000-01</a> , <a href="#">Matrix</a>	9-28-16
- Verification	<a href="#">60-000-01</a>	9-28-16
Sick leave without pay	<a href="#">60-000-11</a>	8-29-08
Six month salary increase	<a href="#">20-005-05</a> , <a href="#">20-005-10</a>	5-26-15, 3-30-09
Smoke-Free workplace	<a href="#">ORS 433.840</a>	
Special Leaves with Pay	<a href="#">60-000-10</a> , <a href="#">Addendum</a>	2-24-15, 3-1-16
- Bereavement Leave	<a href="#">60-000-10</a>	2-24-15
- Donated Bereavement Leave	<a href="#">60-000-10</a>	2-24-15
- Exceptional Performance Recognition Leave with Pay	<a href="#">60-000-10</a>	2-24-15
- Day of leave (formerly known as Governor's Day)	<a href="#">60-000-10</a>	2-24-15
- Job interview/testing leave	<a href="#">60-000-10</a>	2-24-15
- Personal business leave	<a href="#">60-000-10</a>	2-24-15
- Pre-retirement planning leave	<a href="#">60-000-10</a>	2-24-15
Special Merit Increase	<a href="#">20-005-05</a>	5-26-15
Stalking	<a href="#">50-010-04</a>	1-1-14
Statutorily Required Leaves with and without Pay	<a href="#">60-000-12</a> , <a href="#">Certification form</a>	4-22-15
Supervisor Checklist for Employee Separation	<a href="#">Sample</a>	
Support of Employee Participation in Mentoring Program	<a href="#">10-030-03</a>	11-30-04
Support of Employee's Work and Family Needs	<a href="#">10-030-01</a>	11-12-15
Suspension	<a href="#">70-000-02</a> , <a href="#">70-005-02</a>	1-1-15, 10-8-08
- Classified Unrepresented	<a href="#">ORS 240.555</a> , <a href="#">ORS 240.560</a> , <a href="#">70-005-02</a>	10-8-08
- Management Service	<a href="#">ORS 240.555</a> , <a href="#">ORS 240.560</a> , <a href="#">ORS 240.570(3)</a> , <a href="#">70-000-02</a>	1-1-15

-T-

Tobacco-Free Workplace	<a href="#">Executive Order</a> , <a href="#">Toolkit</a>	8-2-12
Temporary Employee	<a href="#">ORS 240.309</a>	2-18-11
- Affordable Care Act	<a href="#">50-070-01</a>	11-5-14
- Appointment	<a href="#">40-025-01</a>	2-18-11

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

- Conditions of Temporary Appointment	<a href="#">Form PD 412</a>	
- Extension, Temp Appointment	<a href="#">Form PD 412A</a>	
- Holidays	<a href="#">60-010-01</a>	11-17-15
- Pay	<a href="#">40-025-01</a>	2-18-11
- Sick leave	<a href="#">60-000-01</a>	1-1-16
- Student interns	<a href="#">40-025-01</a>	2-18-11
- Trial service period	<a href="#">40-065-01</a>	1-1-15
Temporary Interruption of Employment	<a href="#">60-015-01</a>	2-24-15
- Leave guide/matrix	<a href="#">Matrix</a>	1-21-15
Telecommute	<a href="#">50-050-01</a> , <a href="#">Toolkit</a>	11-9-09
Telework	<a href="#">50-050-01</a> , <a href="#">Toolkit</a>	11-9-09
Training (see Employee Development)		
Transfers	<a href="#">40-045-01</a>	3-15-16
- Agency transfer list	<a href="#">40-045-01</a>	3-15-16
- Internal Voluntary Transfer	<a href="#">40-045-01</a>	3-15-16
- Movement into Executive Branch, matrix	<a href="#">Matrix</a>	2-25-15
- Pay	<a href="#">20-005-10</a>	3-30-09
- Personnel records	<a href="#">10-011-01</a>	7-1-16
- Salary eligibility date	<a href="#">20-005-10</a>	3-30-09
- Statewide transfer	<a href="#">40-045-01</a>	3-15-16
o Voluntary	<a href="#">40-045-01</a>	3-15-16
o Involuntary	<a href="#">40-045-01</a>	3-15-16
- Trial service period	<a href="#">40-065-01</a>	1-1-15
Transition of Agency Head	<a href="#">50-060-01</a>	11-4-15
- Agency Head Appointment Requirements	<a href="#">Matrix</a>	
Trail Service Period	<a href="#">ORS 240.570(3)</a> , <a href="#">40-065-01</a>	1-1-15
- Extending trail service	<a href="#">40-065-01</a>	1-1-15
Trial Service Removal	<a href="#">ORS 240.410</a> , <a href="#">ORS 240.570(3)</a> , <a href="#">40-065-01</a>	1-1-15
- Pay	<a href="#">20-005-10</a>	3-30-09
- Return rights	<a href="#">40-065-01</a>	1-1-15
- Salary eligibility date	<a href="#">20-005-10</a>	3-30-09

-U-

Unclassified Service	<a href="#">ORS 240.205</a> , <a href="#">40-035-01</a>	1-1-16
- Appointment	<a href="#">40-055-01</a>	1-17-06
- Effects of position change	<a href="#">30-005-01</a>	12-26-05
- Employer-requested interview	<a href="#">ORS 240.406</a>	

CHRO Rule and Policy Index

DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)

- Method for filling	<a href="#">40-055-01</a>	1-17-06
- Termination	<a href="#">40-035-01</a>	1-1-16
- Reemployment layoff list	<a href="#">40-035-01</a>	1-1-16
- Removal	<a href="#">ORS 240.410</a>	
Unrepresented employees		
- Complaint resolution	<a href="#">70-005-05</a>	10-8-08
- Discipline/dismissal	<a href="#">70-005-02</a>	10-8-08
- Effects of position change	<a href="#">30-005-01</a>	12-26-05
- Employment Relations Board (ERB) appeal	<a href="#">70-005-05</a>	10-8-08
- Grievance procedure	<a href="#">70-005-05</a>	10-8-08
Underfill		
- Duration	<a href="#">40-010-02</a>	7-1-16
- Pay	<a href="#">20-005-10</a>	3-30-09
Undue Hardship	<a href="#">50-020-10</a>	6-7-10
Unfitness	<a href="#">ORS 240.555, 70-005-02, 70-005-05</a>	10-8-08
Unlawful Acts	<a href="#">ORS 240.710</a>	
Uniformed Services Employment and Reemployment Rights Act (USERRA) (see also Military)		
- Military caregiver leave (FMLA)	<a href="#">60-000-15</a>	1-1-16
- Military donated leave program	<a href="#">60-020-05, Toolkit</a>	1-1-10
- Military leave	<a href="#">60-000-25</a>	2-20-15
- Military leave without pay	<a href="#">60-000-25</a>	2-20-15
- Military family leave (OFLA)	<a href="#">60-000-15</a>	1-1-16
- Military health care certification (FMLA)	<a href="#">60-000-15</a>	1-1-16
- Military training leave	<a href="#">60-000-25</a>	2-20-15
- Reemployment rights	<a href="#">60-000-25</a>	2-20-15
- Temporary status/active duty	<a href="#">40-025-01</a>	2-18-11

-v-

Vacation leave	<a href="#">60-000-05, Addendum</a>	4-1-15, 10-12-15
- Accrual increase (recruitment incentive)	<a href="#">60-000-20</a>	3-22-16
- Accrual rate	<a href="#">60-000-05</a>	4-1-15
- Accumulation of leave	<a href="#">60-000-05</a>	4-1-15
- Advance of hours (recruitment incentive)	<a href="#">60-000-20</a>	3-22-16
- Agency head recruitment	<a href="#">60-000-05</a>	4-1-15

**CHRO Rule and Policy Index**

**DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)**

- Cancellation of leave	<a href="#">60-000-05</a>	4-1-15
- Donation of vacation leave	<a href="#">60-000-05</a>	4-1-15
- Eligibility	<a href="#">60-000-05</a>	4-1-15
- Leave request	<a href="#">60-000-05</a>	4-1-15
- Limited duration appointments	<a href="#">40-025-02</a>	3-1-16
- Separation/Reemployment	<a href="#">60-000-05</a>	4-1-15
- Transfer	<a href="#">60-000-05</a>	4-1-15
Verification of Employee Authorization to Work in the United States	<a href="https://www.uscis.gov/i-9">https://www.uscis.gov/i-9</a>	
Veteran's Preference in Employment	<a href="#">OAR 105-040-0015</a>	1-1-10
Violence-Free Workplace	<a href="#">50-010-02</a>	6-7-10
Voluntary Demotion (see Demotion)		

**-W-**

Weather, Inclement	<a href="#">60-015-01</a>	2-24-15
- Leave guide/matrix	<a href="#">Matrix</a>	1-21-15
Weapons in the Workplace	<a href="#">50-010-05</a> , <a href="#">Toolkit</a>	4-28-17
Wellness, Employee Health &	<a href="#">50-010-06</a>	12-27-17
Whistleblowing	<a href="#">ORS 659A.200 - .244</a>	
Workforce Development Benchmarks	<a href="#">50-045-01</a>	7-19-95
Work Out of Class (WOC)		
- Assignment documents	<a href="#">20-005-10</a>	3-30-09
- Assignment duration	<a href="#">20-005-10</a>	3-30-09
- Duration standards	<a href="#">20-005-10</a>	3-30-09
- Minimum qualifications	<a href="#">20-005-10</a>	3-30-09
- Pay	<a href="#">20-005-10</a>	3-30-09
- Pending reclassification	<a href="#">20-005-10</a>	3-30-09
Workplace Effects of Domestic Violence, Harassment, Sexual Assault and Stalking	<a href="#">50-010-04</a> , <a href="#">Toolkit</a>	1-1-14
Workweek, defined (BOLI)	<a href="#">OAR 839-001-0143</a>	
World, Pan American or Olympic training leave	<a href="#">60-000-12</a>	4-22-15

**-X-**


**-Y-**

**CHRO Rule and Policy Index**

**DEPARTMENT OF ADMINISTRATIVE SERVICES  
Chief Human Resources Office (CHRO)**


-Z-
