

TITLE 1: GOVERNMENT
DIVISION 8: PUBLIC EMPLOYMENT

§ 8102. Statement of Policy: General.

(a) The purpose of this part is to establish a system of personnel administration based on merit principles and generally accepted methods governing the classification of positions and the employment, conduct, movement, and separation of public officials and employees.

(b) It is also the purpose of this part to build a career service which will attract, select and retain the best qualified civil servants on merit who shall hold their offices or positions free from coercion, discrimination, reprisal or political influence, with incentives in the form of genuine opportunities for promotions in the public service, to provide competent and loyal personnel to render impartial service to the public at all times, and to render such service according to the dictates of ethics and morality.

(c) To achieve these purposes, it is the policy of the Commonwealth that the personnel system hereby established be applied and administered in accordance with the following merit principles:

(1) Equal opportunity for all regardless of age, race, sex, religion, political affiliation or place of origin;

(2) Impartial selection of the best person for government service by means of competitive tests which are fair, objective, and practical;

(3) Just opportunity for competent employees to be promoted within the civil service;

(4) Reasonable job security for the competent employee;

(5) Systematic classification of all posts through adequate job evaluation;

(6) Fair and reasonable grievance procedures for all employees pertinent to condition of employment; and

(7) Proper employer employee relations to achieve a well trained, productive and happy work force.

Source: PL 1-9, § 2, modified; repealed and reenacted by PL 17-80 § 3 (8102) (August 31, 2012), modified.

Commission Comment: The Commission designated paragraphs (a)-(c) and changed subparagraph designations under subsection (c) from letter designations to numerical designations pursuant to 1 CMC § 3806.