



Two-Year County Personnel and Merit System Certification

Each county merit system shall function under the following principles and requirements in order to be in compliance with CRS § 8-83-205(8)(a) and (b) - Workforce development program - creation - administration - merit system - Wagner-Peyser funded employment services (8) (a) and (b), as well as

- [Intergovernmental Personnel Act of 1970, 42 U.S.C. SEC. 4701 ET SEQ.](#)
- [5 CFR part 900, subpart F—Standards for a Merit System of Personnel Administration](#)
- [Wagner-Peyser Staffing Final Rule - Federal Register: 11-24-2023](#)

Workforce Boulder County certifies that it has a merit system of personnel administration for its employees who deliver Wagner-Peyser Act-funded Employment Services. The County further certifies that its Personnel and Merit System is in compliance with federal standards and that its employees paid by Wagner-Peyser funds act as an extension of the state in delivering Employment Services. The County further certifies that its Personnel and Merit System requires the County to do the following:

- I. Recruit, select, and advance employees on the basis of the applicant's or employee's relative abilities, knowledge, and skills, including during the recruitment and selection of qualified applicants for initial appointments to positions with the county;
- II. Compensate each employee equitably and adequately;
- III. Train employees as needed to assure high quality performance;
- IV. Retain an employee on the basis of the adequacy of the employee's performance;
- V. Correct an employee's inadequate performance;
- VI. Separate an employee from employment when an employee's inadequate performance cannot be corrected;
- VII. Treat applicants and employees fairly, including compliance with all Federal and state equal opportunity and non-discrimination laws, in all aspects of personnel administration without regard to political affiliation, race, color, national origin, sex, religious creed, age, or disability, with proper regard for the privacy and constitutional rights of the applicants and employees as citizens;
- VIII. Protect each employee against coercion for partisan political purposes; and

- IX. Prohibit each employee from using the employee’s official authority for the purpose of interfering with or affecting the results of an election or a nomination for office.

The County certifies that it is in compliance with the above principles and criteria for the administration and operation of its County Personnel and Merit System for program year 2024 and has a personnel system in place for the next program year to assure continuing compliance. The persons signing below are authorized to undertake this certification.

By:

Signature

Date

Chair, Board of County Commissioners

Attest:

Signature

Date

Chair, Local Workforce Development Board

Attest:

Signature

Date

Local Area Workforce Director