

Attachment A

SEC. 3. DISQUALIFICATION OF APPLICANTS:

(a) **Disqualification.** ~~The Personnel Officer~~Director of Human Resources has the authority ~~to disqualify~~ may reject an application or, after examination, may disqualify a successful ~~candidates consistent with the provisions of these rules. The following shall constitute grounds for disqualification of a candidate: whenever it is found that the applicant or eligible does not possess the minimum qualifications established for the class or position, or is physically unfit for the performance of required duties, or is addicted~~

~~to the use of drugs or intoxicating liquors in excess, or has been guilty of any infamous or notoriously disgraceful conduct, or has been dismissed from public service for delinquency, or has made false statement of material fact in his or her application, or has practiced deception or fraud in securing eligibility, or has otherwise failed to meet the employment standards or violated the provisions of the law or these rules. The cause for rejection shall be entered upon the record of the application and filed in conformity with these rules, and the affected shall be notified.~~

- (1) Failure to meet any of the requirements or qualifications established for the classification;
- (2) False statement of material fact or actual or attempted deception, fraud or misconduct in connection with the application or examination;
- (3) Conviction of an offense (including pleas of guilty or nolo contendere) in accordance with state and federal laws;
- (4) A determination has been made that the candidate cannot perform the essential job functions of the classification, with or without accommodation, for which he or she has applied;
- (5) Been dismissed from public service, or any other employment, for any reason, or has resigned not in good standing or in order to avoid dismissal;
- (6) Failed to submit an application and/or related supplemental documents within the prescribed time limits;
- (7) Has otherwise failed to meet the City's employment standards or violated the provisions of the law, or these rules; or
- (8) Where there exists any other evidence deemed appropriate by the Director of Human Resources to reasonably disqualify.

The cause for rejection shall be entered upon the record of the application and filed in conformity with these rules, and the affected shall be notified.