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RNPA Proposal 39, October 12, 2023

Integrate the following concept into Section 6.9:

Filling vacant positions:

A. Transfer

Vacant positions will first be filled via transfer. For purposes of transfers, the County will use the following sequence to fill the position:

1. It will first provide notice and an opportunity to apply and interview to existing employees within the unit/department.

2. If the County does not fill the position from employees within the unit/department, it will provide notice and an opportunity to apply and interview to existing employees within countywide coded positions.

B. Promotion

If a vacant position is not filled by transfer, the County may fill it via promotion. For purposes of promotions, the County will use the following sequence to fill the position:

1. It will first provide notice and an opportunity to apply and interview to existing employees within the unit/department.

2. If the County does not fill the position with employees within the unit/department, it will provide notice and an opportunity to apply and interview to existing employees within countywide coded positions.

C. Initial Appointment

If a vacant position is not filled via transfer or promotion, the County may make an initial appointment. For purposes of initial promotion, the County will use the following sequence to fill the position:



1. It will first provide notice and an opportunity to apply and interview to existing Extra Help & Per Diem employees.

2. If the County does not fill the position from existing Extra Help & Per Diem employees, it may fill the position via open competition.