

Personnel
3-20-17

RESOLUTION

HIRING PROCESS – IMMEDIATE POSTING OF OPENINGS

WHEREAS, before a vacant position can be posted, all hiring requests must be approved by the committee overseeing the department where the vacant position exists and the Personnel Committee, followed by approval of the Common Council by a 2/3 vote in order to be filled, to determine the necessity of the position, which all significantly prolongs the filling of vacant positions; and

WHEREAS, the Personnel Committee is not currently required to review positions where the job description remains the same and position is in the current year’s budget; and

WHEREAS, the Personnel Committee has recommended that vacant positions be posted immediately, and then get approval of its oversight committee, the Personnel Committee, and Common Council, with the exception of sworn police employees, firefighters, paramedics, transit drivers, WWTF operators, streets laborers, seasonal workers, contract workers or personnel not under Common Council’s control.

WHEREAS, the Common Council has passed various resolutions that this process is not required for sworn police employees, firefighters, paramedics, transit drivers, WWTF operators, streets laborers, seasonal workers, contract workers or personnel not under Common Council’s control.

NOW, THEREFORE, BE IT RESOLVED, to allow the immediate posting of all vacant positions, then approval of its oversight committee and the Personnel Committee (unless the job description remains the same and that it is a budgeted position), followed by approval of the Common Council by a 2/3 vote in order to be filled, to determine the necessity of the position, with the exception of sworn police employees, firefighters, paramedics, transit drivers, WWTF operators, streets laborers, seasonal workers, contract workers or personnel not under Common Council’s control.

Introduced **MAR 20 2017** _____

Adopted _____

Approved _____

Justin M. Nickels, Mayor

Drafted by Kathleen M. McDaniel, City Attorney

Fiscal Impact: Budget neutral
Funding Source: n/a
Finance Director Approval: /sc
Approved as to form: /kmm