

ITEM 6 A

Name: Alejandra Dominguez	Date of Disqualification: 8/18/15	Date Appeal Filed: 8/19/15	
Position Applying for: Recreation Program Supervisor	Current City Employee: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Position/Grade: Rec Leader / GS 43 Original Hire Date: 4/02/12 (CON)	Disqualified by: <input type="checkbox"/> Phone <input checked="" type="checkbox"/> E-Mail <input type="checkbox"/> In Person	Was the Appeal Filed in Timely Manner: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Reason for Disqualification: Lacks Minimum Requirements	Date of Examination: 9/09/15 Conditional Exam: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A		
<p>Rule or Ordinance Under Which Disqualified: Rule 5, Section 1.(a): The Human Resources Director will refuse to examine an applicant, or after examination to certify him or her as eligible and will remove their name from the eligible list for any of the following reasons, in each case to be fully documented.: (a) He is found to lack any of the minimum requirements established in the classification for the position and grade for which he applies.</p> <p>Application Policy: The Human Resources Director will refuse to examine an applicant, or after examination to certify him or her as eligible and will remove the name from the eligible list, for any of the following reasons, in each case to be fully documented:</p> <p>(a) Lacks Minimum Qualifications: The applicant lacks the minimum qualifications established in the classification for the position;</p> <p>1) Applicants lacking three (3) months or less of the required job related work experience at the time of list promulgation may be placed on the eligible list. However, applicants lacking the required experience will not be certified for appointment until after it is determined by the Human Resources Director that they have met the minimum experience required. Applicants may be asked to provide additional details concerning current or past work experience.</p>			
Minimum Qualifications		Applicant Qualifications	
<u>Education</u> Associates degree in recreation management or physical education		None	
<u>Experience</u> Two (2) years recreation work experience		<u>Years</u> 3	<u>Months</u> 5 10
		Deficits Associates Recreation Mgmt or Physical Ed none	
Comments The minimum qualifications for Recreation Program Supervisor are an Associate's degree in recreation management or physical education and two (2) years recreation work experience.		Non-Qualifying Education/Experience:	
Ms. Dominguez states in her appeal that she expects to graduate from UTEP next year with a degree in psychology and criminal justice. Ms. Dominguez has indicated that she has completed 85 credit hours; 30 of which are for upper level courses. The potential degree she is seeking is not in recreation management or physical education; therefore does not meet the educational requirement for this position. For career progression, the next possible position to move into would be a Community Center Supervisor, which would require a Bachelor's degree.		<u>Experience:</u> <u>Position</u> Customer Svc Rep Years Months 4	
		Prepared by: Ada Hatten Reviewed by: Ada Hatten	

CSC Appeal Fact Sheet

Recruitment Title: Recreation Program Supervisor

Recruiting Department: Parks and Recreation

Total Applications Received:	52
Total # of Applicants Failed Minimum Qualifications:	23
# Failed for Lack of Education:	14
# Failed for Lack of Experience:	0
# Failed for Lack of Education and Experience:	9
Total # Failed the Exam:	5
# No-Show to Exam:	9
# of Applicants who met the minimum qualifications for the position and passed examination:	15

Hatten, Ada L.

From: Dominguez, Alejandra E
Sent: Wednesday, August 19, 2015 8:26 PM
To: Hatten, Ada L.
Subject: appeal for recreation program supervisor
Attachments: APPEAL FORM.doc

Attached is my appeal to take the examination for the position of recreation program supervisor.

Thank you.

AD
8/19/2015

Appeal Form

To Whom It May Concern:

I Alejandra E. Dominguez hereby appeal my Disqualified to take the examination, for: Examination
Title: Recreation Program Supervisor

Date notified of disqualification: 8/18/2015

Disqualified Under CIVIL SERVICE RULE (C.S.C.) and/or HUMAN RESOURCES (HR) POLICY:
Check all boxes that are applicable.

Lacks Minimum Qualification – Rule 5.1.(a) <input checked="" type="checkbox"/>	Convicted of a felony, or a misdemeanor – Rule 5.1.(b) <input type="checkbox"/>
Human Resources Policy: Dismissed from Public Service <input type="checkbox"/>	Dismissed from City Employment <input type="checkbox"/>
OTHER <input type="checkbox"/> _____ (write specific C.S.C. Rule or HR Policy you are appealing)	

C.S.C. Rule 5.1.(a) Applicant does not meet minimum qualification	YES	NO	N/A
Do you meet the educational requirements as stated in the job specification for this position?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Can you provide official proof of Education or other requirements, official transcripts, original or certified copies of diplomas?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you meet the minimum required experience as stated in the job specification for this position?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did you list your education and/or experience on your application?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Detail your qualifying experience (use additional paper if necessary)

Although the position entails a required associates degree, I have the credit hours required. I currently attend UTEP and will be receiving a Bachelors degree in May 2016. I also have more than 5 years experience in recreation and program planning. I worked at the YWCA in the after school program planning and organizing recreational activities and the overall program curriculum, as well as supervising staff under me. I would prepare programs for children of different ages as well as different interests. I have now been working for the City of El Paso Parks and Recreation in the Sports division helping grow programs for both youth and adult. The programs I have engaged in are volleyball, softball and basketball. I have worked on revising and implementing rules, coordinating several sites depending on the league and its need, scheduling teams, providing a safe environment, and making suggestions for changes as needed to resolve customer complaints or suggestions that will benefit the program. Throughout the 3 years I have been employed by the city, I have also helped with tournaments like the King of the Hill softball tournament and community events like the annual Punt, Pass, and Kick held at the UTEP Sun Bowl. Aside that I have taken several steps to promote the city league programs such as distributing informative flyers, attending community events held by the city, and answered questions customers have in order to encourage participation in our leagues.

C.S.C. Rule 5.1.(b) Conviction of Felony or Misdemeanor	YES	NO	N/A
Is your conviction job related to the position sought?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will the conviction hinder your ability to perform the duties of this position?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please detail why your conviction will not affect your job performance. Please submit any supporting documentation regarding this issue.

HR Policy: Dismissed from Public Service
HR Policy: Dismissed from City Employment

Are the circumstances of your dismissal related to the duties of the position being sought?

Please detail the circumstances involving your dismissal from public service. Please provide any supporting documentation regarding this issue.

Other _____ (write specific Rule or HR Policy you are appealing).

Please explain what you are appealing

Name: Alejandra Dominguez

Address:

City/State/Zip

Telephone: '

Person ID #:

(Neogov)

Applicant Signature: _____

Date: 08/19/2015 _____

Please note: In accordance with the Texas Public Information Act, information from your application and/or resumé is subject to release to the public.

The electronic transmission of this appeal form via e-mail will constitute a signature:

Check signifies electronic signature

RECEIVED

SEP 30 2015

CITY CLERK OF HOUSTON



Recreation Program Supervisor

Class Code:
16120 PM 122

CITY OF EL PASO
Established Date: Apr 24, 2006
Revision Date: Jul 29, 2012

SALARY RANGE

\$17.10 - \$24.43 Hourly
\$1,368.36 - \$1,954.02 Biweekly
\$2,964.78 - \$4,233.70 Monthly
\$35,577.31 - \$50,804.40 Annually

FLSA:

Non-Exempt

MINIMUM QUALIFICATIONS:

Education and Experience: An Associate's degree in recreation management, physical education or related field, and two (2) years of recreation experience.

Licenses and Certificates: Some positions may require a Texas Class "C" Driver's License or equivalent from another state.

GENERAL PURPOSE:

Under general supervision, supervise and participate in planning, organizing and implementing recreational activities at a small recreation site or aquatics cluster for different population groups.

TYPICAL DUTIES:

Plan organized recreational activities. Involves: Prepare and monitor annual user fee budget. Plan, coordinate and implement activities for recreation programs or events for targeted groups and participants. Schedule activities, fields, gymnasiums, games and events. Program and schedule space availability for various groups and organizations. Develop rules for games, sports and events. Coordinate with contractors, officials and vendors. Post outcomes of games and events as needed. Evaluate activities. Recommend and incorporate changes and improvements. Resolve participant complaints.

Supervise or assist in supervising a recreational or aquatic facility. Involves: Design activities for targeted groups or populations such as dance, arts and crafts, or English classes. Contract with instructors for classes. Prepare programs, promotion and press releases. Prepare program budget and purchase materials as needed. Monitor participant payment and instructor schedules and time sheets. Develop special programs with other recreation staff and other departments.

Provide support and assistance for recreation programs. Involves: Prepare grant proposals for additional funding. Prepare and monitor budget for programs, sites or centers. Prepare purchase requisitions. Oversee accounts receivable for program administration and make deposits. Maintain appropriate records and filing systems. Monitor facilities and report maintenance repairs or problems. Prepare recurring and ad hoc activity and program reports. Support franchise marketing program, as assigned. Attend related marketing

conferences and perform related administrative duties.

Supervise assigned staff. Involves: Schedule, assign, instruct, guide and check work. Appraise employee performance. Provide for training and development. Enforce personnel rules and regulations and work behavior standards firmly and impartially. Counsel, motivate and maintain harmony. Interview applicants. Recommend hiring, termination, transfers, discipline, merit pay or other employee status changes.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Application of considerable knowledge of recreational programs and activities.
- Application of good knowledge of planning and providing community based recreational activities.
- Application of good knowledge of supervisory and customer service techniques.
- Application of good knowledge of facilities management principals and practices.
- Application of some knowledge of one or more recreational activities sufficient to conduct classes.
- Application of some knowledge of basic bookkeeping methods and techniques.
- Evaluate programs and prepare reports.
- Monitor program budget.
- Plan recreational activities and facilities.
- Establish and maintain effective working relationships with coworkers, officials, contractors, participants and the general public.

OTHER JOB CHARACTERISTICS:

- Requires mobility to perform a variety of recreational activities.
- Some positions may be exposed to extreme weather conditions.
- Some positions may be exposed to chemicals used for cleaning and pools.
- Some positions are subject to call back and work evening and weekend hours.
- Occasional driving in City traffic.

CLASSIFICATION STATUS:

(Ord. 016352 04/25/06), (CC 07/29/12)

As provided under Civil Service Rule 4, Section 2, General purpose and typical duties summarized are only illustrative of work customarily assigned and performed. Typical requirements shown may be more specifically defined by additional job analysis. Equivalencies for education or experience shown may be more specifically defined by CSC approved guidelines.

Contact Information -- Person ID :

Name: Alejandra E Dominguez Address: ;
 Home Phone: ; Alternate Phone:
 Email: Former Last Name:
 Month and Day of Birth:

Personal Information

Driver's License: Yes, Texas , Class C
 Can you, after employment, submit proof of your legal right to work in the United States? Yes
 What is your highest level of education? Some College

Preferences

Preferred Salary:
 Are you willing to relocate? Yes
 Types of positions you will accept: Regular
 Types of work you will accept: Full Time
 Types of shifts you will accept: Day , Evening , Night , Rotating , Weekends , On Call (as needed)

Objective**Education**

College Did you graduate: No
University of Texas at El Paso College Major/Minor: Psychology/ Criminal Justice
 8/2010 - Present Degree Received: No Degree

el paso, Texas

Work Experience

Recreation Leader Hours worked per week: 40
 4/2012 - Present Monthly Salary: \$1,100.00
 Name of Supervisor: Alejandro Mendez - Program Director
 City of El Paso May we contact this employer? Yes
 el paso, Texas
 9155340254

Duties

Assisted immediate supervisor with program. Documented and organized league, team or player information as well as filled out reports needed. Managed team games ranging from youth to adults. Handled different amounts of cash, credit/debit cards or checks. Enforced rules and policies of the center and city. Maintained a safe environment.

Reason for Leaving

n/a

Activity aide, activity leader, site director

8/2010 - 3/2012

YWCA

Hours worked per week: 20
 Monthly Salary: \$350.00
 # of Employees Supervised: 2
 Name of Supervisor: Laura Carrillo - Daycare after school program supervisor
 May we contact this employer? Yes

Duties

Operated summer day camp for children aged 5 to 12 years old and handled aspects of organizing children's paperwork. Developed interesting course plans to meet academic, intellectual, social needs and capabilities of a variety of students ranging from indoor or outdoor activities. High remarks received for quick learning, working under pressure and in groups or individually, creativity of after-school lesson plans and instructional techniques from parents and supervisors. Handle payments.

Reason for Leaving

New Employment

On floor customer service rep
9/2009 - 8/2010

Kmart

Hours worked per week: 15

Monthly Salary: \$300.00

of Employees Supervised: 0

Name of Supervisor: Margie Ramos - HR Manager

May we contact this employer? Yes

Duties

Described product to customers and accurately explained details of merchandise. Answered questions regarding store and products, while maintaining knowledge of current sales and store promotions. Worked as a team member performing cashier duties, product assistance and cleaning while providing excellent customer service.

Reason for Leaving

New Employment

Certificates and Licenses

Skills

Office Skills

Typing: 57

Data Entry: 0

Other Skills

Customer Service Skilled - 6 years and 0 months

Microsoft office proficient Skilled - 8 years and 0 months

Cash Management Expert - 5 years and 0 months

Languages

English - Speak, Read, Write

Spanish - Speak, Read, Write

Additional Information

References

Professional
Sanchez, Sylvia

Professional
Samaniego, Hiram

Professional
Mendez, Alejandro

Resume**Text Resume****Attachments**

Attachment	File Name	File Type	Created By
High School Diploma - Confirmed resume.doc	Alejandra Dominguez (HSD) resume.doc	Proof of Education Resume	Maria Carrasco Job Seeker



Display Transcript

Alejandra E. Dominguez
Dec 22, 2015 04:48 pm



This is NOT an official transcript. Courses which are in progress may also be included on this transcript.

Transfer Credit Institution Credit Transcript Totals Courses in Progress

Transcript Data

STUDENT INFORMATION

Curriculum Information

Current Program

Bachelor of Arts

College:

College of Liberal Arts

Major:

Psychology

Minor:

Criminal Justice

***Transcript type: UNO is NOT Official ***

TRANSFER CREDIT ACCEPTED BY INSTITUTION -Top-

F11-S14: El Paso Community College

Subject	Course	Title	Grade	Credit Hours	Quality Points	R
ENGL	1312	Research Crit Writing (tcourse)	TC	3.000		0.00
MATH	0311	Intermed Algebra	TC*	0.000		0.00
PHIL	1301	Intro to Philosophy (tcourse)	TA	3.000		0.00
POLS	2311	American Gover & Politics (C)	TC	3.000		0.00
PSYC	2305	Psyc Human Sexuality (tcourse)	TC	3.000		0.00
PSYC	2306	Psychology of Personality	TA	3.000		0.00

Attempt Hours	Passed Hours	Earned Hours	GPA	Quality Points	GPA
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Current Term:	15.000	0.000	15.000	0.000	0.00	0.00
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Unofficial Transcript

El Paso Community College

Subject Course	Title	Grade	Credit Hours	Quality Points	R
MATH 1320	Math for Social Sciences I (C) TA		3.000		0.00

Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA Points
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Current Term:	3.000	0.000	3.000	0.000	0.00	0.00
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Unofficial Transcript

El Paso Community College

Subject Course	Title	Grade	Credit Hours	Quality Points	R
MUSL 1324	Music Appreciation (C) TA		3.000		0.00
POLS 2310	Introduction to Politics (C) TB		3.000		0.00

Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA Points
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Current Term:	6.000	0.000	6.000	0.000	0.00	0.00
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Unofficial Transcript

INSTITUTION CREDIT -Top-

Term: Fall 2010

College: College of Liberal Arts

Academic Standing: Probation-See Academic Dean

Subject Course	Campus	Level	Title	Grade	Credit Hours	Quality Points	R
ENGL 1311	Main Campus	UG	Expos: English Composition (C)	D	3.000	0.00	
HIST 1302	Main Campus	UG	History of U.S. Since 1865 (C)	B	3.000	9.00	
MATH 1320	Main Campus	UG	Math for Social Sciences I (C)	F	3.000	0.00	
UNIV 1301	Main Campus	UG	Seminar/Critical Inquiry (C) Law for Beginners	B	3.000	9.00	

Term Totals (Undergraduate)

Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA Points
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Current Term:	12.000	6.000	6.000	6.000	18.00	3.00
Cumulative:	12.000	6.000	6.000	6.000	18.00	3.00

Unofficial Transcript

Term: Spring 2011

College: College of Liberal Arts

Academic Standing: Eligible to Re-enroll

Subject Course	Campus	Level	Title	Grade	Credit Hours	Quality Points	R
COMM 1302	Main Campus	UG	Business/Profession Comm (C)	C	3.000	6.00	
ENGL 1311	Main Campus	UG	Expos. English Composition (C)	C	3.000	6.00	

HIST	1301	Main Campus	UG	History of U.S. to 1865 (C)	C	3.000	6.00
PSYC	1301	Main Campus	UG	Introduction to Psychology (C)	C	3.000	6.00

Term Totals (Undergraduate)

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
Current Term:	12.000	12.000	12.000	12.000	24.00	2.00
Cumulative:	24.000	18.000	18.000	18.000	42.00	2.33

Unofficial Transcript

Term: Summer 2011

College: College of Liberal Arts
 Academic Standing: Probation-See Academic Dean

Subject	Campus	Level	Title	Grade	Credit Hours	Quality Points
MATH	Main Campus	UG	Math for Social Sciences (C)	F	3.000	0.00
POLS	Main Campus	UG	Introduction to Politics (C)	D	3.000	3.00

Term Totals (Undergraduate)

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
Current Term:	6.000	3.000	3.000	6.000	3.00	0.50
Cumulative:	30.000	21.000	21.000	24.000	45.00	1.87

Unofficial Transcript

Term: Spring 2012

College: College of Liberal Arts
 Academic Standing: Suspension 1 Semester

Subject	Campus	Level	Title	Grade	Credit Hours	Quality Points
ENGL	Main Campus	UG	Research & Critical Writ (C)	F	3.000	0.00
MUSL	Main Campus	UG	Jazz to Rock (C)	F	3.000	0.00
PHIL	Main Campus	UG	Introduction to Philosophy (C)	F	3.000	0.00
POLS	Main Campus	UG	Introduction to Politics (C)	W	3.000	0.00

Term Totals (Undergraduate)

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
Current Term:	12.000	0.000	0.000	0.000	0.00	0.00
Cumulative:	42.000	21.000	21.000	24.000	45.00	1.87

Unofficial Transcript

Term: Spring 2013

College: College of Liberal Arts
 Academic Standing: Suspension 1 Year

Subject	Course	Campus	Level	Title	Grade	Credit Hours	Quality Points
ENGL	1312	Main Campus	UG	Research & Critical Writ (C)	F	3.000	0.00
MUSL	1327	Main Campus	UG	Jazz to Rock (C)	D	3.000	3.00
PHIL	1301	Main Campus	UG	Introduction to Philosophy (C)	F	3.000	0.00

Term Totals (Undergraduate)

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA Points
Current Term:	9.000	3.000	3.000	9.000	3.00	0.33
Cumulative:	51.000	24.000	24.000	33.000	48.00	1.45

Unofficial Transcript

Term: Fall 2014

College: College of Liberal Arts
 Academic Standing: Probation-See Academic Dean

Subject	Course	Campus	Level	Title	Grade	Credit Hours	Quality Points
ASTR	1107	Main Campus	UG	Astronomy Lab I (C)	B	1.000	3.00
ASTR	1307	Main Campus	UG	Elem Astronomy-Solar System(C)	C	3.000	6.00
PSYC	1303	Main Campus	UG	Statistical Methods	A	3.000	12.00

Term Totals (Undergraduate)

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA Points
Current Term:	7.000	7.000	7.000	7.000	21.00	3.00
Cumulative:	58.000	31.000	31.000	40.000	69.00	1.72

Unofficial Transcript

Term: Spring 2015

College: College of Liberal Arts
 Academic Standing: Eligible to Re-enroll

Subject	Course	Campus	Level	Title	Grade	Credit Hours	Quality Points
ASTR	1308	Main Campus	UG	Elem Astr Stars & Galaxies (C)	B	3.000	9.00
CRIJ	1301	Main Campus	UG	Intro to Criminal Justice I	A	3.000	12.00
CRIJ	1306	Main Campus	UG	Courts Systems and Practices	A	3.000	12.00
PSYC	3101	Main Campus	UG	Lab for Gen Exper Psyc	C	1.000	2.00
PSYC	3201	Main Campus	UG	Gen Experimental Psychology	B	2.000	6.00

Term Totals (Undergraduate)

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA Points
Current Term:	12.000	12.000	12.000	12.000	36.00	3.00
Cumulative:	70.000	43.000	43.000	52.000	105.00	2.02

Attempt Passed Earned GPA Quality GPA
Hours Hours Hours Hours Points

Current Term:	12.000	12.000	12.000	12.000	41.00	3.41
Cumulative:	70.000	43.000	43.000	52.000	110.00	2.11

Unofficial Transcript

Term: Summer 2015

College: College of Liberal Arts
Academic Standing: Eligible to Re-enroll

Subject	Course	Campus	Level	Title	Grade	Credit Hours	Quality Points
CRJ	2313	Main Campus	UG	Correctional Systems & Practcs	A	3.000	12.00
CRJ	2328	Main Campus	UG	Police Systems and Practices	A	3.000	12.00
INSS	4350	Main Campus	UG	Selected Problems in Intel	B	3.000	9.00
SPAN	2603	Main Campus	UG	Intensive Span for Span Speak	B	6.000	18.00

Term Totals (Undergraduate)

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
Current Term:	15.000	15.000	15.000	15.000	51.00	3.40
Cumulative:	85.000	58.000	58.000	67.000	161.00	2.40

Unofficial Transcript

Term: Fall 2015

College: College of Liberal Arts
Academic Standing: Eligible to Re-enroll

Subject	Course	Campus	Level	Title	Grade	Credit Hours	Quality Points
CHIC	3302	Main Campus	UG	Chicano Cinema	D	3.000	3.00
CRJ	3300	Main Campus	UG	Applied Research Methods in CJ	A	3.000	12.00
CRJ	3313	Main Campus	UG	Criminology	C	3.000	6.00
PHIL	3301	Main Campus	UG	Philosophy of Mind	B	3.000	9.00
PHIL	3325	Main Campus	UG	Social Philosophy	B	3.000	9.00

Term Totals (Undergraduate)

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
Current Term:	15.000	15.000	15.000	15.000	39.00	2.60
Cumulative:	100.000	73.000	73.000	82.000	200.00	2.43

Unofficial Transcript

TRANSCRIPT TOTALS (UNDERGRADUATE) -Top-

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
Total Institution:	100.000	73.000	73.000	82.000	200.00	2.43
Total Transfer:	24.000	0.000	24.000	0.000	0.00	0.00
Overall:	124.000	73.000	97.000	82.000	200.00	2.43

Unofficial Transcript

COURSES IN PROGRESS -Top-

Term: Spring 2016

College: College of Liberal Arts

Subject	Course	Campus	Level	Title	Credit Hours
CRIJ	4300	Main Campus	UG	Selected Topics - Crim Justice	3.000
CRIJ	4390	Main Campus	UG	Adv Concepts In Crim. Justice	3.000
PSYC	3315	Main Campus	UG	Psychology and the Law	3.000
PSYC	3348	Main Campus	UG	Cognitive Psychology	3.000
PSYC	4321	Main Campus	UG	Judgment and Decision Making	3.000

Unofficial Transcript

RELEASE: 8.7.1

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RULE 5

Application and Promotional Process and Lateral Transfer Process

Section 1. Filing of Applications.

Except as otherwise provided for herein, applicants for all positions, must file an application with the Human Resource Department not later than the date specified in the job posting and in the manner prescribed in the job posting.

The Human Resources Director, subject to appeal to the Commission, will refuse to examine an applicant, or after examination to certify him as eligible and will remove his name from the eligible list for any of the following reasons, in each case to be fully documented:

-
- (a) He is found to lack any of the minimum requirements established in the classification for the position and grade for which he applies; or
 - (b) He has been convicted of a felony, or a misdemeanor within seven (7) years from date of conviction, end of parole, or release from prison, which is determined to be job related to the position sought; or (Amended 8/25/09, 11/2/10)
 - (c) He is found by the Commission to have committed any act, either while in the service of the City or otherwise, or to have any deficiency or disqualification which, in the judgment of the Commission, would be sufficient to constitute a just cause for discharge from the Civil Service as defined in Article VI, Section 6.13-3 of the Charter.

Section 2. Appeals from Disqualification from Examination.

a. Applicants who are disqualified from taking an examination may appeal to the Civil Service Commission provided they appeal within three (3) working days from the date of the notice. The three (3) working day period begins the date the notice was emailed. Individuals who appeal must file a written rebuttal in a format prescribed by the Human Resources Director. If the applicant fails to update their contact information or respond within the timelines set, no further action will be taken. (Amended 8/21/07, 8/25/09, 9/17/13)

b. Untimely appeals will not be accepted.

c. If the examination is held before the appeal is heard and determined by the Commission, the Human Resources Director may allow the applicant to take the examination conditionally pending the Commission's determination. If a conditional applicant fails to achieve a passing grade on an examination, the appeal shall be administratively dismissed and the appeal will not be forwarded to the Commission and no further action will be taken. (Amended 8/25/09)

Section 3. Frequency and Examination.

Examinations will be given whenever needed to fill a vacancy for which an adequate list does not exist. (Amended 12/11/84, 1/24/89, 8/21/07)

Section 4. Eligibility.

A person is eligible to take promotional examinations after actual service in a regular position for six months and when he fully meets the qualifications for the class as specified in the job description. The six months of actual service will be deemed to have been met if the employee successfully completes the six months of service by the date the first component of the examination is administered, and the employee is recommended for regular status. (Amended 10/21/97, 8/21/07, 8/25/09, 9/17/13)

Section 5. Seniority and Efficiency Points

Seniority points will be awarded to the score of City Employees provided that the minimum passing grade is achieved on the examination or evaluation. Efficiency points will be added to or subtracted from, the examination score of applicants passing promotional examinations based on the employee's most recent regularly scheduled evaluations. City Employees may receive a maximum of seven additional points that can be added to their score for a combination of seniority and efficiency points. (Amended 3/6/12)

Section 6. Special Credit

Ratings for Veterans

A veteran, who has obtained a passing score, shall have his rating on an original entrance examination advanced five points. A veteran is defined as any person who has served on active duty in the Armed Forces of the United States, or any division thereof, including the Coast Guard, for a period of 180 days and presents a DD 214 indicating an honorable discharge from said service. (Amended 8/21/07, 8/25/09)

- a. To qualify for an additional five-point increment based on disability, such disability must be at least 30 percent, certified by the most recent letter from the Veteran's Administration. (Amended 8/21/07)
- b. Nothing in this provision will be construed to authorize or direct the placing of the name of any person on any eligible list who does not meet the physical standards set by the Human Resources Director for the position for which the eligible list has been created.

Section 7. Penalty for Deceit in Examination

Where deceit in an examination is alleged, and the examinee denies the fact of deceit, or if the examiner in charge of the examination believes extenuating circumstances to exist, the examinee will be permitted to finish the examination, and a full report shall be submitted immediately to the Human Resources Director, who will conduct an appropriate investigation. Should the Director find that the applicant engaged in deceitful conduct in connection with the examination, the applicant will be disqualified. (Amended 8/21/07, 9/17/13)

Section 8. Duration of Eligible Lists

The Human Resources Director will compile lists of eligible promotional candidates for job classifications and maintain them as necessary and appropriate. Eligible lists other than reinstatement and transfer lists will normally expire 6 months from the date they are certified unless extended by the Human Resources Director.. (Amended 1/24/89, 8/21/07, 9/17/13)

Section 9. Removal from the Promotional List of Persons Permanently Separated from Service.

The names of persons permanently separated from the service on account of resignation, discharge or other cause, will be removed from all promotional applicant lists by the Human Resources Director.

Section 10. Removal from Lower List if Appointed from Higher List.

Regular employees whose names are on promotional eligible lists of different grades or lists with different salary schedules will be removed from the lower grade promotional eligible lists or promotional lists with a lower salary schedule upon promotion to a higher grade position or one with a higher salary schedule. (Passed 3/28/91 and Amended 8/21/07)

Section 11. Required Licenses or Certificates

All employees who are required to have a license or certificate as a condition of employment shall maintain such licenses or certificates in a current status as long as their job specification requires it.

Failure to maintain or obtain such license or certificate as required by the employee's job specification shall constitute just cause for disciplinary action as described in Rule 8. (Passed 8/25/09)

Section 12. Transfer to Same Class and Grade.

Whenever an employee in any department of the City wishes to transfer to a position in another department, the employee must be recommended by the transferring department and must have not been disciplined or placed on a performance improvement plan in the last 12 months. Employee shall retain his grade and pay rate, provided: (Amended 7/31/07, 8/25/09, 9/17/13)

- a. The position is in the same class and grade as the one from which transfer is made; or
- b. The employee has been performing services substantially similar in nature and having similar requirements as to education and experience to those of the new position, as determined by the Human Resources Director. Seniority credit where applicable will be given to the employee for the number of years he has been performing similar work in the former department. (Amended 2/1/94 and 7/31/07)

Section 13. Transfer During Probationary Period.

- a. In order to have a request for a transfer approved, a person must have completed a probationary period in the class to which transfer is being requested, except as provided in paragraph b.
- b. In cases where a position is abolished, a transfer request may be made by either the employee or the City. In such cases, a transfer may be approved while the employee is still serving in a probationary period for the class to which transfer is requested, provided that the balance of the employee's probationary period not yet served be retained by the employee in the new department, and that the rules regarding transfer and the order of certification and all provisions regarding transfers are met. (Passed 1/2/85) (Amended 9/13/05)



ADMINISTRATIVE POLICIES AND PROCEDURES

Policy ID: Human Resources
Subject: Application Policy
Creation Date: October 18, 2011
Revision Date: August 5, 2013
Prepared By: Human Resources Department
Approved By: City Manager
Legal Review: Elizabeth Ruhmann

DESCRIPTION: APPLICATIONS AND APPEALS

I. POLICY:

It is the City's policy to allow all interested job seekers to apply for available positions and to provide a method for appealing a disqualification determination, pursuant to the procedures set forth in this policy.

II. PROCEDURES:

A. Acceptance of Applications:

1. The Human Resources Director or designee will establish a filing period to accept applications for a particular position.
 - a) All job seekers must complete an application for a particular position through the City's online application system.
 - b) A filing period with a specific closing date may be established for a job posting.
 - c) When the need exists for a limited number of applicants, the filing period will only remain open until an adequate number of applications have been received.
 - d) When necessary to fill positions for which there is a constant need for qualified applicants, or for hard to fill positions, the Human Resources Director may establish an open filing period and accept applications for employment on a continuous basis until all anticipated vacancies are filled, or the need for accepting and processing of applications no longer exists.

B. Review of Applications:

1. **Human Resources Director:** As required, the Human Resources Director or designee will review applications and identify candidates based solely on qualifications.

The Human Resources Director will permit education to substitute for experience as stated in the Equivalency Guidelines. Experience will be counted from the first day of entry into a qualifying job, to the day of the first component of the examination for which they have applied.

2. **Hiring Official:** When requested and as appropriate, applications may be referred to the hiring official to pre-screen.

C. Disqualification:

1. The Human Resources Director will refuse to examine an applicant, or after examination refuse to certify the applicant as eligible and will remove the name from the eligible list, for any of the following reasons, in each case to be fully documented:

- a) **Lacks Minimum Qualifications:** the applicant lacks the minimum qualifications established in the classification for the position;

- (1) Applicants lacking three (3) months or less of the required job related work experience at the time of list promulgation may be placed on the eligible list. However, applicants lacking the required experience will not be certified for appointment until after it is determined by the Human Resources Director that they have met the minimum experience required. Applicants may be asked to provide additional details concerning current or past work experience.

- b) **Felony Convictions:** , the applicant has been convicted of a felony or a misdemeanor within seven (7) years from date of conviction, end of parole, or release from prison, which is determined to be job-related to the position sought; or

- c) **Dismissed from Public Service:** the applicant has been dismissed from public service (to include City employment) for delinquency or misconduct, which is determined to be job-related to the position sought.

D. False Statement on Application:

1. Any false statement knowingly made by an applicant in an application for admission to an examination or any other fraudulent conduct related to the application process will cause the Human Resources Director to:
 - a) Exclude the applicant from such examination;
 - b) Remove the applicant's name from any eligible list;
 - c) Remove the applicant permanently from the position if the applicant has secured appointment from such examination; and/or
 - d) Exclude the applicant from consideration for any City position for a period of two (2) years from the date the falsified application was submitted or discovered, whichever is later.

E. Appeals from Disqualification:

1. Appeals for disqualification from taking an examination, or from not being certified after examination, or from being removed from an eligible list, may be submitted as follows:
 - a) **Regular Employee:** A regular employee may file a written appeal to the Civil Service Commission. The appeal must be filed within three (3) working days on a form prescribed by the Human Resources Director. The three (3) working days period begins the date the notice was emailed. Late appeals will not be accepted.
 - b) **Original Applicant:** Original applicants who are not regular employees may file a written appeal to the Human Resources Director. The appeal must be filed within three (3) working days on a form prescribed by the Human Resources Director. The three (3) working days period begins the date the notice was emailed. Late appeals will not be accepted.
 - c) **Appeal Form:** Applicants may obtain an appeal form by visiting the Human Resources Department website or office.

d) Timeline: Untimely appeals will not be accepted. If the employee or applicant fails to update their contact information or respond within the timelines set, no further action will be taken.

e) Administrative Dismissal: If the examination is held before the appeal is reviewed, the Human Resources Director may allow the applicant to take the examination pending the disposition of the appeal. If the applicant fails to achieve a passing grade on the examination, the appeal shall be administratively dismissed.

F. Application Retention and Reuse: Applications and/or supporting documentation filed with the City will become the property of the City. Applications for one examination will not be used for any other or later examinations.

G. Contact Information: An applicant may update contact information by logging into their Personal Account Profile. All applicants have the responsibility to update their Personal Account Profile through the City's online application system with any changes in their contact information.

APPROVED BY:

Joyce A. Wilson
Joyce Wilson, City Manager

8/6/13
Date