



ADMINISTRATIVE POLICIES AND PROCEDURES

Policy ID: Promotional Process Policy

Date: October 18, 2011

Revision Dates: August 5, 2013; May 30, 2015

Prepared By: Human Resources Department

Approved By: City Manager

Legal Review: Elizabeth Ruhmann

DESCRIPTION: PROMOTIONAL PROCESS POLICY

The City of El Paso has guidelines for the promotion and internal recruitment of its employees. Many City positions are open to City employees before they are advertised, if at all, to the public. The purpose of this policy is to outline the requirements for the City's promotional and internal recruitment process.

I. DEFINITIONS:

Regular Employee: A classified employee who has completed an original probationary period.

II. PROCEDURES:

A. Promotion within City or Department: Examinations for promotional positions will be open to all regular employees.

1. City-Wide Recruitments: Upon request of a Department Head, City-wide examinations may be limited to current regular city employees, so long as it is anticipated that there is a minimum of three (3) qualified candidates.
2. Department-Only Recruitments: Upon request of a Department Head, promotional examinations for promotional positions may be limited to employees presently working within the requesting department, so long as it is anticipated that there is a minimum of three (3) qualified applicants.

B. Eligibility and Qualifications:

1. Regular employee: A regular employee in the classified service is eligible to take a promotional examination:

- a) after successfully serving in a regular position for six (6) months; and
- b) upon fully meeting the qualifications of the position as specified in the job specification

2. Leave of absence: If otherwise qualified, a regular employee on leave of absence, or on a reinstatement list as a result of involuntary separation, through no fault or delinquency on his part, is eligible to take a promotional examination.

3. Effect of Demotion: An employee who is demoted for disciplinary reasons is ineligible to take a promotional examination within two years of the effective date of the demotion.

C. Voluntary Removal during Probationary Period:

1. First 30 Days: A regular employee who voluntarily seeks removal from a promotional position during the first thirty (30) working days of the probationary period is eligible to take a Civil Service examination for which he is qualified.

2. After 30 Days: A regular employee who voluntarily seeks removal from a promotional position after thirty (30) working days is not eligible to take any Civil Service examination for a period of twelve (12) months from the date of removal.

3. Placement: The employee will be placed in his former position if it is vacant. If the former position is not vacant, the Human Resources Director will attempt to place the employee at an equal or lower graded vacant position for which he is qualified. The refusal of an employee to accept an offer of placement to fill a vacancy will result in the employee being laid off and placed on a reinstatement list.

D. Involuntary Removal during Probationary Period:

1. A regular employee who is unsuccessful in completing a promotional probation is ineligible to take any Civil Service examination for a period of twelve (12) months from the date of removal.

2. Placement: The regular employee will be placed in his former position if it is vacant. If the former position is not vacant, the Human Resources Director will attempt to place the employee at an equal or lower graded position for which he is qualified. The refusal of an employee to accept an offer to fill a vacancy will result in the employee being laid off and placed on a reinstatement list.

E. Limited Placement Following other Causes for Removal during Probationary Period:

1. A regular employee who is unsuccessful in completing a probationary period for reasons other than those described in Sections II.C., (Voluntary Removal during Probationary Period), and II.D, (Involuntary Removal during Probationary Period), will be placed pursuant to [this s](#)Section ~~II.E, above~~.

~~2. If the regular employee is unsuccessful in his first placement, he will be placed in another vacant position at or below the classification for which he is qualified.~~

~~3.~~ 2. If unsuccessful in the ~~second~~ first placement, the regular employee will be laid off and placed on a reinstatement list.

~~4.~~ A nonexclusive example of a removal under this section is an employee who is laid off due to a lack of funding. ~~The first placement following layoff will constitute the first of the two allowable placements.~~

3.

F. Internal Recruitment: When appropriate, the City may open an internal recruitment for a particular position, to otherwise ineligible employees, which may include, for example, employees who are temporary, provisional, unclassified, and grant funded, as well as to interns and vocational office education students.

APPROVED BY:

TOMAS GONZALEZ, City Manager

DATE: _____