

ITEM 3K

Name:	Carlos A. Rodriguez		
Position Applying for:	Current City Employee:	Date of Disqualification:	Date Appeal Filed:
Recreation Program Supervisor	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Position/Grade: Rec Specialist / GS 47 Original Hire Date: 4/7/1998 (CON)	8/18/15	8/18/15
Reason for Disqualification:	Disqualified by:	Was the Appeal Filed in Timely Manner:	
Lacks Minimum Requirements	<input type="checkbox"/> Phone <input checked="" type="checkbox"/> E-Mail <input type="checkbox"/> In Person	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Rule or Ordinance Under Which Disqualified:			
<p>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>		None	
Associates degree in recreation management or physical education		Associates Recreation Management or Physical Education	
<u>Experience</u>		<u>Years</u>	<u>Months</u>
Two (2) years recreation work experience		9	2
Comments		Non-Qualifying Education/Experience:	
<p>The minimum qualifications for this position are an Associate's degree in recreation management or physical education and two (2) years recreation work experience.</p> <p>Mr. Rodriguez provides details of his work experience in his appeal; however, his work experience is typical of that of a Recreation Specialist. A Recreation Specialist is responsible for overseeing and monitoring activities at a recreation facility. They are also responsible for administering recreational programs and activities. Mr. Rodriguez also states that he has completed 78 credit hours toward his education and is expected to get his degree Bachelor's in Business Management in May 2016. He does not meet the minimum education requirement of an Associate's degree in recreation management or physical education at the present time. For career progression, the next possible position to move into would be a Community Center Supervisor, which would require a Bachelor's degree.</p>		<p>Experience:</p> <p><u>Position</u> None</p> <p><u>Years</u> <u>Months</u></p>	
Prepared by: Ada Hatten		Reviewed by:	
			

Test conditionally.

Hatten, Ada L.

From: Rodriguez, Carlos A.
Sent: Tuesday, August 18, 2015 11:36 AM
To: Hatten, Ada L.
Subject: appeal
Attachments: credits.pdf; CSC APPEAL for Recreation Program Supervisor.doc

Ms. Hatten,

I am attaching a written appeal for the disqualification of taking the examination for Recreation Program Supervisor. Please advise if anything else is needed on my behalf.

Thank you,
Carlos Rodriguez
City of El Paso Parks and Recreation
915-544-0753 ext. 28
rodriguezca@elpasotexas.gov

Dear Carlos Rodriguez: Personal ID: 11449212

Thank you for your interest in a position with the City of El Paso. After a comprehensive review of your application, you have been disqualified from taking the examination for Recreation Program Supervisor under HR Policy - "Does not meet the minimum qualifications."

You may file a written appeal Monday thru Thursday with the Human Resources Department. Appeals may only be submitted up to 6:00 p.m. within three (3) working days from the date of this notice. The three (3) day period begins the date this notice was emailed. Late appeals will not be accepted.

Please call us for assistance prior to your deadline at 915 212-1713.

Analyst: Ada Hatten
Email: hattenal@elpasotexas.gov
Phone: 212-1713

Sincerely, Parks & Recreation
Human Resources
City of El Paso

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

Appeal Form

To Whom It May Concern:

I Carlos A. Rodriguez hereby appeal my Disqualified to take the examination, for: **Examination Title:** Recreation Program Supervisor

Date notified of disqualification: 08/18/2015

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)

Recreation Specialist

5/2012 - Present - I do the outdoor recreation program for the recreation division. Organized, planned and program outdoor camps for youth ages 8-17. Coordinate educational field trips for youth participating in outdoor program. Transport youth to destination and back. Talk to outside agencies to find new partnership for the program. Attend Radio, T.V. and Newspaper to talk about the upcoming outdoor programs and promote between the community. Designed program broucher and flier. Keep inventory on program supply such as mini sports shirts, and medals. Work with suppliers to arrange orders needed to perform programs at recreation center. Resolved customer complaint. Do basic financial, bookkepping. Attend meetings for posable new parnerships that will benefit the community. Program city wide events regarding outdoor education for the citizens of El Paso Texas. Provide the best possible customer services for every person that enters our facilities.

Recreation Specialist 7/2006 - 5/2012- Supervised small recreation center. Program activitys for the center. Prepared financial, incident, and basic bookkepping , and statistical participation reports. Plan and supervise leagues, camps for a variaty of age groups in the community. Promote, implement, supervise activities at the center. Attend community meetings, staff meetings and with non profit and private organizations. Supervise programs, staff and solve complaints from the general public.

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 checked="" type="checkbox"/>
Will the conviction hinder your ability to perform the duties of this position?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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

The Degree that I am persueing is in Business Administration with Concentration in Management. I have completed a total of 78 credits. I am spected to gradute with a Bachelors Degree in Business Management from the University of Phoenix in May 2016. Attached are the student program report. I may not have the Degree in Recreation or Kinesology, but the years I have been working for the department have gain knowledge and experiences on the field.

Name: Carlos A Rodriguez

Address:

City/State/Zip

Telephone:

Person ID #:

(Neogov)

Applicant Signature: Carlos Rodriguez

Date: 08/18/2015

Please note: In accordance with the Texas Public Information Act, information from your application and/or résumé 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

CIVIL SERVICE
COMMISSION



Student Program Audit Report

CARLOS A RODRIGUEZ, IRN:

Run Date: Aug 4, 2015 at 9:11 PM

SECTION 1: PROGRAM INFORMATION

Program Title: BACHELOR OF SCIENCE IN BUSINESS

Program ID: BSB/M~025B	Program GPA: 3.11
Admission Status: Admitted (03/15/2013)	Program Academic Status: Regular (03/14/2013)
Evaluation Status: Matriculated (03/11/2013)	Student Academic Status: Regular (02/19/2013)

SECTION 2: PROGRAM REQUIREMENTS SUMMARY

CREDIT SUMMARY	REQUIRED	APPLIED	DEFICIENT
Maximum Lower Division Credits	75.0	54.0	21.0
Minimum Upper Division Credits	45.0	24.0	21.0
CREDIT TOTALS	120.0	78.0	42.0

SECTION 3: REQUIRED COURSE OF STUDY

Required Course of Study	GRADE	REQUIRED	APPLIED	DEFICIENT
Introductory Course		3.0	3.0	0.0
<i>GEN/195 FOUNDATIONS OF UNIVERSITY STUDIES (LD) (3.0 credits)</i>	A			
Communications		3.0	-	3.0
Business Information Systems		3.0	-	3.0
Management I		3.0	3.0	0.0
<i>MGT/230 MANAGEMENT THEORY AND PRACTICE (LD) (3.0 credits)</i>	B-			
Accounting I		3.0	3.0	0.0
<i>ACC/290 PRINCIPLES OF ACCOUNTING I (LD) (3.0 credits)</i>	C-			
Accounting II		3.0	3.0	0.0
<i>ACC/291 PRINCIPLES OF ACCOUNTING II (LD) (3.0 credits)</i>	C+			
Research and Statistics I		3.0	3.0	0.0

NOTE

This audit provides an official summary of your applied and deficient credits as of the run date and time listed above, but is subject to change. Please review the courses, credits and other degree information provided. Please note that the specific courses in Section 3, 4, and 5 may be printed under slightly different headings than those contained in your Enrollment Agreement/Disclosure Agreement. If you have any questions or feel there is a discrepancy with your record, please contact your Academic Counselor.

SECTION 3: REQUIRED COURSE OF STUDY

(Continued)

	GRADE	REQUIRED	APPLIED	DEFICIENT
<i>RES/351 BUSINESS RESEARCH (UD) (3.0 credits)</i>	B-			
Ethics and Social Responsibility		3.0	3.0	0.0
<i>ETH/316 ETHICS AND SOCIAL RESPONSIBILITY (UD) (3.0 credits)</i>	B+			
Management II		3.0	3.0	0.0
<i>MGT/311 ORGANIZATIONAL DEVELOPMENT (UD) (3.0 credits)</i>	B+			
Economics I		3.0	3.0	0.0
<i>ECO/372 PRINCIPLES OF MACROECONOMICS (UD) (3.0 credits)</i>	A-			
Business Law		3.0	3.0	0.0
<i>LAW/421 CONTEMPORARY BUSINESS LAW (UD) (3.0 credits)</i>	A			
Economics II		3.0	3.0	0.0
<i>ECO/365 PRINCIPLES OF MICROECONOMICS (UD) (3.0 credits)</i>	C+			
Finance		3.0	-	3.0
Marketing		3.0	-	3.0
Research and Statistics II		3.0	-	3.0
Business Capstone		3.0	-	3.0
Concentration		15.0	-	15.0
PHL/458 Creative Minds and Critical Thinking		3.0	-	3.0
MGT/498 Strategic Management		3.0	-	3.0
Concentration Electives		9.0	-	9.0

SECTION 4: GENERAL EDUCATION AND ELECTIVE SUMMARY

	REQUIRED	APPLIED	DEFICIENT
General Education	54.0	48.0	6.0
Communication Arts	6.0	6.0	0.0
COM/170 (Required)	3.0	3.0	0.0
COM/172 (Required)	3.0	3.0	0.0
Mathematics	6.0	6.0	0.0
MTH/209 (Required)	3.0	3.0	0.0
Mathematics	3.0	3.0	0.0
Science and Technology	6.0	6.0	0.0
SCI/163 (Required)	3.0	3.0	0.0
Science/Technology	3.0	3.0	0.0
Humanities	6.0	6.0	0.0

NOTE

This audit provides an official summary of your applied and deficient credits as of the run date and time listed above, but is subject to change. Please review the courses, credits and other degree information provided. Please note that the specific courses in Section 3, 4, and 5 may be printed under slightly different headings than those contained in your Enrollment Agreement/Disclosure Agreement. If you have any questions or feel there is a discrepancy with your record, please contact your Academic Counselor.

SECTION 5: GENERAL EDUCATION AND ELECTIVE DETAIL		(Continued)		
	GRADE	REQUIRED	APPLIED	DEFICIENT
PSY/211 (Required)		3.0	3.0	0.0
<i>PSY/211 ESSENTIALS OF PSYCHOLOGY (LD) (3.0 credits)</i>	B			
Social Science		3.0	3.0	0.0
<i>HIS/301 UNITED STATES CONSTITUTION (UD) (3.0 credits)</i>	B+			
Additional Liberal Arts		6.0	6.0	0.0
<i>TCCP22S-07 SPANISH LANGUAGE (LD) (6.0 credits)</i>	P			
Interdisciplinary		18.0	12.0	6.0
FP/120 (Required)		3.0	3.0	0.0
<i>FP/120 ESSENTIALS OF PERSONAL FINANCE (LD) (3.0 credits)</i>	A-			
Interdisciplinary		15.0	9.0	6.0
<i>TCCP22S-07 SPANISH LANGUAGE (LD) (6.0 credits)</i>	P			
<i>SOC/315 CULTURAL DIVERSITY (UD) (3.0 credits)</i>	A-			
Electives		3.0	-	3.0

SECTION 6: CREDITS NOT APPLIED**	
	TOTAL
	-
	TOTAL CREDITS NOT APPLIED: 0.0
<p>** These credits are NOT considered to apply towards your program completion since they do not satisfy any of the remaining credit deficiencies listed above.</p>	

NOTE

This audit provides an official summary of your applied and deficient credits as of the run date and time listed above, but is subject to change. Please review the courses, credits and other degree information provided. Please note that the specific courses in Section 3, 4, and 5 may be printed under slightly different headings than those contained in your Enrollment Agreement/Disclosure Agreement. If you have any questions or feel there is a discrepancy with your record, please contact your Academic Counselor.



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.

16120-0315 - Recreation Program Supervisor

Contact Information -- Person ID: 1

Name: Carlos A Rodriguez 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? Associate's Degree

Preferences

Preferred Salary: \$15.00 per hour;
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

Work with a solid company and learn from them while at the same time provide support and knowledge.

Education

College University of Phoenix Did you graduate: No
2/2013 - Present College Major/Minor: Business Administration
Degree Received: Associate's
Santa Teresa, New Mexico

College El Paso Community College Did you graduate: No
1/2001 - 8/2003 College Major/Minor: Business Administration
El Paso, Texas Units Completed: 4 Semester
Degree Received: No Degree

High School Bowie High School Did you graduate: Yes
8/1995 - 5/1999 Degree Received: High School Diploma
El Paso, Texas

Work Experience

Recreation Specialist Hours worked per week: 40
5/2012 - Present Monthly Salary: \$1,060.00
of Employees Supervised: 0
City of El Paso Parks and Recreation Name of Supervisor: Ruben Ocampo - Recreation and Sports
www.elpasotexas.gov/parks Coordinator
911 South Ochoa May we contact this employer? Yes
El Paso, Texas 79901
(915) 544-0753

Duties

Plan, organized, and teach outdoor recreation program at different recreation centers trough the city . Organized, planned and program outdoor camps for youth ages 8-17. Coordinate educational field trips with outside resources, for youth participating in outdoor program. Cordinated proper transportation for

youth to attend field trip safely. Talk to outside agencies to find new potential partnership for the program. Attend Radio, T.V. and Newspaper to talk about the upcoming outdoor programs. Oversee assigned staff and make sure policy and procedures are follow. Keep track of program budget. Follow General Bookkeeping procedures when equipment is purchased. Develop program broucher and flier to inform general public of upcoming programs. Generate reports for program as requested by supervisor. Establishing and inventory system to keep track of program supply. Collect and compile statistical data to generate requested reports. Conduct parent classes for the general public and training for volunteer coaches.

Recreation Specialist

7/2006 - 5/2012

City of El Paso Parks and Recreation
www.elpasotexas.gov
8501 Diana
El Paso, Texas 79904
(915) 751-4945

Hours worked per week: 40

Monthly Salary: \$1,060.00

of Employees Supervised: 3

Name of Supervisor: Sandy Rodriguez - Recreation Sports Coordinator

May we contact this employer? Yes

Duties

Supervised small recreation center. Program and supervise activity for the center. Prepared reports such as financial, incident reports, and attendances reports. Plan and supervised leagues, camps for a variety of age groups in the community. Promote activities at the center. Attend community meetings; staff meetings and with non profit and private organizations for potential collaboration. Supervise assigned staff. Provide and excellent customer services to solve complaints from the general public.

Reason for Leaving

offer another program

Certificates and Licenses

Type: Fishing Instructor

Number:

Issued by: Texas Parks and Wildlife

Date Issued: 1 /2012 Date Expires: 1 /2014

 Type: CPR/AED-Adult Plus Child And Infant CPR

Number: GQD981

Issued by: American Red Cross

Date Issued: 5 /2014 Date Expires: 5 /2017

 Type: Standard First Aid

Number: GQD981

Issued by: American Red Cross

Date Issued: 5 /2014 Date Expires: 5 /2016

Skills

Office Skills

Typing: 35

Data Entry: 0

 Other Skills

Power Point Skilled - 5 years and 0 months

Excel Skilled - 5 years and 0 months

Word Skilled - 5 years and 0 months

Languages

Spanish - Speak, Read, Write

Additional Information

References

Personal

Flores, Ivan

Professional

Favela, Carmen

Resume

Text Resume

Attachments

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.

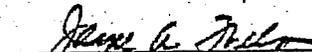
d) Timeline: Untimely appeals will not be accepted. If the employee or applicant fails to update their contact information or respond within the timelines set, no further action will be taken.

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 Wilson, City Manager

8/6/13
Date