



# City of Austin

## Recommendation for Action

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**File #:** 24-6080, **Agenda Item #:** 60.

11/21/2024

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### **Posting Language**

Approve a resolution approving a proposed twelve-month pilot program and temporary waiver of the Municipal Civil Service Rules, including Rule 4.03, as necessary to exempt specific positions from posting or application requirements, while retaining provisions of the competitive process to allow for conditional City employment offers based on merit and fitness. Funding: This item has no fiscal impact.

### **Lead Department**

Human Resources Department.

### **Fiscal Note**

This item has no fiscal impact.

### **For More Information:**

Rebecca Kennedy, Deputy Director, Human Resources, 512-974-3215.

### **Council Committee, Boards and Commission Action:**

October 28, 2024 - Approved by the Municipal Civil Service Commission on a 4-0 vote with one vacancy.

### **Additional Backup Information:**

The Human Resources Department is seeking a twelve-month pilot program to waive the posting requirement for specific positions for Citywide hiring. This will focus on those positions that require no experience or where substitution for minimum experience is allowed. Events where this will be piloted include City, Community, and University Job Fairs, commercial driver license school graduations, reentry-friendly programs, and other events where the goal is to recruit new talent. Events where contingent offers will be made will be advertised using City newsletters to allow internal candidates to attend those events.

All candidates for vacant positions will complete a modified interview process where they are evaluated for merit and fitness and screened to ensure they meet the minimum and preferred qualifications. Once a contingent offer has been made, the candidate must complete any assessments for the position, and successfully pass any required background checks. A successful candidate would complete an application for the position. Funding: This item has no fiscal impact.