



City of Austin

Recommendation for Action

File #: 26-1159, **Agenda Item #:** 20.

3/12/2026

Posting Language

Approve a resolution to extend the Contingent Hiring Pilot Program and maintain temporary waivers of the Municipal Civil Service Rules for any positions eligible to be hired through that program, and extend the authorization through December 2026. Funding: This item has no fiscal impact.

Lead Department

Human Resources.

Fiscal Note

This item has no fiscal impact.

Prior Council Action:

November 21, 2024 - Council unanimously approved Resolution No. 20241121-060.

For More Information:

Susan Sinz, Director, 512-974-3215; Rebecca Kennedy, Deputy Director, 512-974-3293.

Council Committee, Boards and Commission Action:

February 23, 2026 - Approved by the Municipal Civil Service Commission on a 3-0 vote with Commissioner Rogers absent and one vacancy.

Additional Backup Information:

Austin Human Resources is seeking to extend the pilot program to waive the posting requirement for specific positions for Citywide hiring approved on November 21, 2024.

The Contingent Hiring Pilot Program was introduced to City departments in January 2025 as an additional recruitment tool for filling positions that require no experience or where substitution for minimum experience is allowed. Of the 85 titles on the approved list incorporated in Resolution No. 20241121-060, City departments hired employees into 29 of those titles. At the start of the pilot, there were 123 vacant positions from approved titles, and at the beginning of November, there were 103 vacant, a 16% improvement. Not all of these positions were hired at a contingent hiring event, but the City did see an improvement in filling these positions.

For the extension period, the Contingent Hiring Pilot procedure will remain the same, including the following:

- Eligible events 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.

The list of positions that can be hired through the pilot program is being expanded to include Municipal Court titles and will be incorporated in the Resolution as Exhibit A.