

RESOLUTION NO.

WHEREAS, the Municipal Civil Service (MCS) Rules were adopted on June 26, 2014, to give effect to the provisions of Article IX of the Charter of the City of Austin, which provides for a classified MCS system for certain employees of the City; and

WHEREAS, all positions must be selected or directly appointed on the basis of merit and fitness, which includes demonstrated education, training, experience, performance, knowledge, skills, ability, licenses, certification, and fitness to perform the essential functions and meet the qualifications of a position; and

WHEREAS, all candidates are evaluated on merit and fitness and all positions are considered competitive unless designated otherwise by the MCS Commission or as specified in the MCS Rules; and

WHEREAS, appeals can be heard for a denial of promotion when an employee who is a candidate for a position is not selected because of the selection of another individual for the position; and

WHEREAS, the City seeks to allow applicants to interview at City, community, and university job fairs and events where the goal is to recruit new talent, for certain positions that require no experience or where substitution for minimum experience is allowed to waive the application process; and

WHEREAS, the City wants the ability to interview and provide contingent offers at these events for positions that require no experience or allow for substitution clauses for experience or education; **NOW, THEREFORE**,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

The City has developed a standardized on-site interview process for events to allow for the interview and contingent offer for specific positions that do not require the position to be posted. This is a pilot process, that will extend for twelve months. During this time, City staff will evaluate the effectiveness of this pilot to determine if permanent modifications to the MCS Rules should be proposed.

The specific positions identified have been vetted with departments and will allow departments to capitalize on recruiting efforts in the community and at job fairs while reducing vacancies and allowing interested candidates to work at the city. Only positions in Exhibit A will be eligible for waiver of the posting requirements.

ADOPTED: _____, 2024 **ATTEST:** _____

Myrna Rios
City Clerk