

7.04 REDEPLOYMENT

Purpose

It is in the interest of the ~~City Auditor's Office~~ to place an ~~impacted~~affected employee (one who is subject to layoff due to bumping, ~~bureau~~-reorganization and/or budgetary reductions) into internal vacant positions if possible. While this rule does not guarantee placement of an employee, it is the intent of the City's Auditor's Office ~~intent~~ to redeploy employees in lieu of layoff whenever possible. This rule is designed:

1. To assist in the placement of an ~~impacted~~-employee affected by budget reductions and reorganizations, and
2. For placement of an ~~impacted~~-employee in any classification where the employee possesses the required skills.

Employee Eligibility

Employees whose employment is ~~affected~~~~impacted~~ due to by fiscal emergency, reorganizations, and/or decreases in City revenues are eligible. ~~Affected~~~~Impacted~~ employees include:

1. Employees whose positions are cut and are subject to layoff,
2. ~~Represented e~~Employees subject to layoff as a result of bumping, or
3. ~~Represented e~~Employees who elect not to exercise their bumping rights and as a result are subject to layoff.

Bureau of Human Resources Responsibility

The Bureau of Human Resources is responsible for all program coordination, including:

1. Provide ~~impacted~~-employees information on the Redeployment Program;
2. Provide ~~impacted~~-employees with information on appropriate vacancies;
3. Provide names and qualifications of ~~impacted~~-employees to the hiring manager for consideration when filling vacancies;
4. Allow ~~impacted~~-employees to participate in limited recruitments while they are in the redeployment program;
5. Inform ~~impacted~~-employees that if they obtain a permanent position through redeployment, their name will not be placed on the layoff list for recall to their former position

~~The Director of Human Resources shall have discretion to:~~

- ~~1. Place a hiring freeze on the impacted classification until impacted employees have been considered;~~

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- ~~2. Give impacted employees priority consideration for declared vacancies prior to certifying names from an existing eligible list;~~
 - ~~3. Declare that impacted employees receive first consideration for a vacancy upon receipt of a recruitment request or posting;~~
 - ~~4. Grant exceptions to existing hiring process, to bureaus for internal hiring of impacted employees;~~
 - ~~5. Waive the competitive process for participation in a training plan.~~
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Hiring Bureau Auditor's Office Responsibility

The City Auditor shall have discretion to:

1. Place a hiring freeze on Auditor's Office classifications until affected employees have been considered;
2. Give affected employees priority consideration for declared vacancies prior to certifying names from an existing eligible list;
3. Declare that affected employees receive first consideration for a vacancy on receipt of a recruitment request or posting;
4. Grant exceptions to the existing hiring process for internal hiring of ~~impacted~~ affected employees;
5. Waive the competitive process for participation in a training plan.
6. Reject the application of redeployment candidates if an actual or perceived impediment to the Auditor's independence is identified.

~~Bureaus Hiring Managers~~ are expected to be full participants in the redeployment process and are required to interview all qualified impacted employees and give them priority consideration when filling vacancies. ~~Bureaus Hiring managers~~ retain their discretion to extend a job offer to the most qualified candidate, even if that person is not in the redeployment program.

Administrative Rule History

~~Adopted by Council March 6, 2002, Ordinance No. 176302~~
~~Effective April 5, 2002~~
~~Revised: October 15, 2002~~
~~Revised July 28, 2003~~
~~Revised September 16, 2005~~
~~Revised July 9, 2007~~
