



Key differences between Non-Represented vs Represented classification recruitments

Please note: Senior Recruiter can assist with selecting the correct processes that align with your recruitment

Non-Represented Represented

Single bureau	Maybe Multi-bureau
No union or labor contracts	Union/labor contracts
Eligible list may be resurrected	Abolishing lists agreement
Active for one-time referral (single hiring action)	Up to 3 years active
Salary wage range	Hourly wage range
Job description/minimum qualifications are flexible	Job description/minimum qualifications must align with classification specification