



**PERSONNEL DEPARTMENT  
CITY OF BOWLING GREEN**

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PERSONNEL POLICY LETTER NO. 10**

**Personnel Requisition and Recruitment**

This policy letter establishes City policy with regard to recruiting and hiring new personnel.

**Scope:** All departments and divisions.

**General:** Employment functions are centralized in the City's Personnel Department. And all applicant contacts shall be originated by representatives of the Personnel Department. This includes direct contact with prospective employees/applicants.

**Authorization:**

- 1.1 Recruitment action will be initiated by the Personnel Department only upon receipt of a properly authorized request initiated by the appropriate department head.
- 1.2 A requisition for additional or replacement staff must detail: the date required, anticipated rate of pay, status of job assignment (temporary or regular, full-time or part-time, etc.), classification, shift, if applicable. The requisition must also include reasons the staffing is required, and what the anticipated outcome would be, if the vacancy is not filled. Additionally, the requisition must include verification that funds are available in the department's/division's budget to fund the position.
- 1.3 Once a request has been submitted to the Personnel Department, it will then be forwarded to the Municipal Administrator for final approval.
- 1.4 Once a request has been approved by the Municipal Administrator, the Personnel Department will start the recruitment process.
- 1.5 Internal Recruitment –
  - a. Non-Union Positions: If it is decided to first advertise internally, then current, regular full-time and part-time employees are eligible to apply to fill a vacancy. Temporary hires, independent contractors, and/or personnel contracted through an employment agency may apply after the regular full-time and non-temporary part-time employees have applied and been fully considered, but not hired. If it is decided to first advertise a position internally,

then applications will be accepted in the Personnel Department for a period of time established by the Personnel Director. (Note: Posting internally first is not guaranteed. There may be circumstances when the concurrent posting of a job both internally and externally (publicly) is warranted.)

- b. Positions covered by collective bargaining agreements – Recruitment for classifications included within collective bargaining units will be done in accordance with the requirements established within the appropriate collective bargaining agreement(s) or via agreement with the respective union president. If current members of the bargaining unit do not apply or are not qualified to fill a vacancy, then the City may elect to advertise internally pursuant to Section 1.5(a) of this policy or the decision may be made to advertise externally/publicly.
- c. Candidates for Police Officer, Firefighter/EMT, Firefighter/EMT-I, Firefighter/Paramedic, and ranked positions within the Police and Fire Divisions shall be selected based on competitive Civil Service test exams, and the rule of five is established in the City’s Charter for said entry-level positions and the rule of three is established for promotions and other positions.

## **2.0 External/Public Recruitment**

- 2.1 The Personnel Department is responsible for recruiting candidates for all vacancies.
- 2.2 The Personnel Department will ensure that all the City’s recruitment efforts adhere to federal and state employment laws regarding Equal Employment Opportunity, Affirmative Action, hiring, and recruitment.
- 2.3 In accordance with Ohio Law, all employment openings that the City intends to fill for more than 3 days’ duration shall be listed at the Ohio Department of Jobs and Family Services. The City will also send notice of such job openings to its regular listing of agencies. This list is subject to change based on the job classification to be filled.
- 2.4 The City will also place notices of publicly advertised openings on its web site.
- 2.5 The City may elect to also advertise publicly in local and regional newspapers, magazines, etc., and on applicable agency and organization web sites.

2.6 Jobs advertised publicly will have varying periods for advertising. There is no set period for accepting applications when public advertising is undertaken. The deadline for accepting applications will be established by the Personnel Director.

### **3.0 Application Review:**

3.1 The review of applications shall occur under the guidance of the Personnel Director. All reviews shall be in accordance with requirements of the Federal and State laws relative to Affirmative Action and Equal Employment Opportunity. Applications shall be reviewed with regard to candidates meeting the minimum requirements of the job. Candidates who do not meet the minimum requirements of a job shall not be considered further. Records resulting from the review shall be retained and/or destroyed based on the Personnel Department's records retention schedule.

3.2 A ranking of candidates will be developed that establishes the candidates who meet the minimum requirements of the job, and then who are best qualified for the position. Records resulting from the review shall be retained and destroyed based on the Personnel Department's records retention schedule.

3.3 Selection for Interview: Once the applications are reviewed, the selected shall be offered interviews. There is no requirement as to the number of interviews held, but initially three or four are recommended.

### **4.0 Interviews:**

4.1 Interviews shall be conducted through the Personnel Department and under the guidance of the Personnel Director.

4.2 Interview questions shall be provided by or approved by the Personnel Director. Standardized questions shall be utilized during interviews in order to ensure that illegal inquiries do not occur. (Illegal inquiries are those so defined by Federal, State, or City statutes.)

4.3 When applicants are asked to submit essays or other types of written statements, non-standardized questions may be asked that deal directly with the papers that are submitted by the applicant. However, non-standardized questions shall not be used in order to conduct an illegal inquiry.

4.4 Non-standardized questions may also be utilized in order to clarify an interviewee's statements or responses to standardized questions. However, non-standardized questions shall not be used in order to conduct an illegal inquiry.

4.5 Upon the completion of an interview, all interview notes and all copies of the applications, shall be returned to the Personnel Director. Such items shall be

retained and/or destroyed in accordance with the Personnel Department's authorized records retention and destruction schedule.

4.6 After the interviews are held, a recommendation will be sent to the Civil Service Commission that establishes the top candidates in ranked order, in order that the Commission can establish certified lists for hiring.

**5.0 Offer of Employment:**

5.1 Following the interview a recommendation for hire will be submitted to the Mayor for his/her approval. Upon his/her concurrence, the Personnel Director shall make telephone contact with the selected candidate.

5.2 The first step is to contact the candidate and let him/her know that he/she is the selected candidate, but that in order to be considered further they must agree to allow the City to undertake a background investigation. No offer of employment will be made to the candidate at this time.

5.3 If the candidate refuses to allow a background investigation, then he/she will no longer be considered for employment.

5.4 If the candidate agrees to a background investigation (contact with current and previous employers, contact current references, driving records check, if applicable, and criminal records check) then all phases of the investigation shall be accomplished by the staff of the Personnel Director. (In the case of Police Division candidates, the background investigation shall be conducted by Police Officers. In the case of Fire Division personnel some portions of the background investigation may be conducted by staff of the Fire Division. )

5.5 The background investigation shall be undertaken in accordance with requirements established by Federal Law.

5.6 Upon completion of the background investigation (except for Police Officer vacancies) the candidate will be contacted by the Personnel Director or his/her designee. If something surfaces in the background investigation that would eliminate the candidate from further consideration, the candidate will be notified telephonically and/or in writing (e-mail).

5.7 If the background investigation does not uncover any problems, then in some cases a "conditional offer of employment" will be made to the candidate. The conditional offer may require that the candidate complete and pass a pre-employment drug test and medical examination. (In the case of "Police Officers" a psychological evaluation will also be required.) In some cases, a job that does not involve safety sensitive functions, such as administrative support positions, a drug test and medical examination will not be required. The staff of the Personnel

- Department shall schedule these examinations and tests. The City will pay for the costs associated with these examinations and tests.
- 5.8 A positive pre-employment drug test will result in the immediate withdrawal of the conditional offer of employment.
- 5.9 The City will comply with applicable Federal Law (the Americans with Disabilities Act) should an employee fail to pass a medical examination and/or psychological examination. However, the outcome may be that the conditional offer of employment may be withdrawn by the City. Resulting medical and/or psychological information shall be retained as medical records.
- 5.10 When a candidate has successfully completed the drug test and medical and/or psychological examinations, he/she will be contacted by the Personnel Director or his/her designee in order to establish a hire date.
- 5.11 Once a hire date has been established, an appointment letter will be prepared and signed by the Mayor. (For Finance and Law Department hires the applicable department head will also prepare and sign an appointment letter.) The appointment letters will be sent to the candidate by the staff of the Personnel Department. A copy of the appointment letter shall be retained permanently in the employee's personnel file. A copy of the appointment letter will be shared with appropriate staff of the Finance Department for payroll purposes.

 1/22/2020  
Barbara A. Ford Date  
Personnel Director