

EL DORADO COUNTY FIRE PROTECTION DISTRICT

POLICY TITLE: Promotions

POLICY NUMBER: 2250

2250.10

Promotions: It shall be the policy to afford each employee the opportunity to advance and fill vacancies by promotion when present employees are qualified. For the purpose of the administration of promotions, the following procedure shall apply:

2250.11

Whenever a job classification is to be filled by promotion, employees holding a lower rate job classification within the promotional ladder will be automatically considered for the opening in order of their qualifications and classification seniority in descending labor grade order.

2250.12

In the event there are no qualified employees within the promotional ladder, qualified employees within the District will be considered in accordance with their seniority.

2250.13

Should no qualified employees be available, the District may offer the position to qualified persons outside of the District.

2250.14

The classification seniority of the employee shall be the determining factor where skill and ability are relatively equal and classification seniorities are the same.

2250.15

The hire date seniority of the employee shall be determining factor where skill and ability are relatively equal and the classification seniorities are the same.

2250.16

An employee promoted shall receive the appropriate rate of pay per District wage policy.

2250.17

An employee promoted who becomes dissatisfied with the new job within the following 45 calendar days may return to their previously held classification and rate of pay within 45 calendar days following promotion without loss of seniority and/or benefits. If the return of an employee during the 45 days evaluation results in a need to reduce an employee from the returnee's former position, then the employee with the 1 east classification seniority will be reduced in reverse order and return to their previously held classification.