

Sheriff's Department a list of all applicants who met the minimum qualifications for the Vacancies, send the Sheriff's Department the name and Application of the applicant with the highest over-all test score, and absent good cause, following a personal interview with the Sheriff's Department, and such additional testing as the Sheriff's Department shall determine to be reasonable under the circumstances, such applicant shall be selected to fill such Vacancy.

#### EXCEPTIONS TO EMPLOYMENT PROCEDURES

- 6.54 The following situations do not require that an Elected Official/Department Head use the employment procedures described in this Chapter 6 to fill a vacancy for:
- a. a position used to settle a complaint, grievance or civil rights complaint, provided the Elected Official/Department Head certifies such fact to the Human Resources Director;
  - b. a position to which an individual charged with a crime under a criminal complaint or indictment is transferred pending final resolution of the criminal complaint or indictment, provided the Elected Official/Department Head certifies such fact to the Human Resources Director;
  - c. Emergency Appointments;
  - d. an upgrade or downgrade of an occupied position as the result of a reclassification, so long as the procedures described in Rule 6.27 through 6.33 hereof have been followed;
  - e. a lateral transfer so long as the procedures described in Rules 6.21 through 6.26 hereof have been followed;
  - f. a voluntary or involuntary demotion as described in Rule 6.37 hereof;
  - g. a reorganization and/or consolidation so long as the procedures described in Rules 6.38 through 6.44 hereof have been followed. If the reorganization and/or consolidation also involves a reduction in force, the procedures described in Rules 6.45 through 6.49 hereof must also be followed;
  - h. an entry level position filled by an individual referred to the Elected Official/Department Head from programs associated with a Workforce Development Board ("WDB Programs"), provided the Elected Official/Department Head notifies the Human Resources Director, in writing, prior to the selection of such person, that the Elected Official/Department Head has a vacant position, identified by job number, for the WDB Programs participant, and the Elected Official/Department Head represents to the Human Resources Director that such position will remain vacant until the earlier of: (i) the WDB Programs participant is dismissed; or (ii) funding for the WDB Program position expires, at which time the Elected Official/Department Head shall process the paperwork necessary for such WDB Programs participant to be placed in such position on the County payroll. The WDB Programs participant's Probationary Period with the County begins on the day such participant is first assigned to work for the Elected Official/Department Head, NOT the date such participant is placed on the County payroll;
  - i. a position filled based on a specific, prior, written waiver granted by the Commissioners' Court; or