

A. Definitions

1. "Allocation" means the assignment of a position to a classification.
2. "Reallocation" means a change in the assignment of a position to a classification.
3. "Reclassification" means a change in the classification of an incumbent employee.
4. "Official position audit" means the examination of the required duties and responsibilities of a position to determine whether the position is assigned to the appropriate classification.

B. Reallocation Actions

1. An official position audit may result in reallocation of a position to a classification at a higher or lower salary grade, or to the same salary grade in a new classification, or the audit may result in no reallocation.
2. Human Resources shall determine whether to reallocate a position. Approval of the County Administrator is required if the reallocation results in a classification of a higher salary grade or open salary range. If the reallocation requires appropriation of additional funds, approval by the Board of Supervisors is required.

C. Reclassification Actions

1. If an audit results in a position being reallocated to a classification paid at a higher salary grade, and if the incumbent employee has been performing the duties of the higher classification as determined by the Appointing Authority, then the employee shall be reclassified.
2. If an audit results in a position being reallocated to a classification paid at a lower salary grade, and if the incumbent employee has been performing the duties of the lower classification as determined by the Appointing Authority, then the employee shall be reclassified.
3. If an audit results in a position being reallocated to a different classification paid at the same salary grade, and if the incumbent employee has been performing the duties of the different classification as determined by the Appointing Authority, then the employee shall be reclassified.

D. Reallocated Position Filled by Competitive Process

If an audit results in a position being reallocated to another classification, and if the incumbent employee has not been performing the duties of the new classification as determined by the Appointing Authority, the position shall be filled at the reallocated level by a competitive process.

If the incumbent employee is not selected to fill the position at the reallocated level as a result of the competitive process, then the employee must choose an applicable option available under Merit System Rule 8, or be laid off.

E. General Provisions

1. The Appointing Authority is responsible for notifying the employee of the final results of an official position audit.
2. In all cases of reclassification involving non-tested classifications, the incumbent employee must meet the minimum qualifications of the new classification.
3. In cases of reclassification involving tested classifications, the following shall apply:
 - a. If the employee is reclassified from a non-tested classification to a tested classification, or is reclassified from a tested classification to a higher-tested classification, and the employee has served in the former classification for a minimum of six (6) months, the employee shall be treated as having received the minimum test scores necessary to meet the minimum qualifications of the new classification and be reclassified. In such cases, the employee must pass the appropriate test in order to compete for future openings within the same classification for which they received the minimum test scores.
 - b. If the employee has served less than six (6) months in the reallocated classification, he/she must pass the appropriate test in order to be reclassified to the new classification.
4. In cases where the employee does not meet the minimum qualifications of the new classification, does not pass the test required in 3.b above, or does not accept the reclassification, the employee may take a reassignment if available, a voluntary demotion if available, or be laid off. The position shall then be filled by a competitive process.