

Presented by: The Manager  
Introduced: 10/27/2003  
Drafted by: J.W. Hartle

## RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2238

### **A Resolution Amending the Personnel Rules Regarding Appointments.**

WHEREAS, a method of appointment is needed to address current difficulties in hiring critical positions and providing a tool to do so.

NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

**Section 1. Amendment of Personnel Rules.** 5 PR is amended by the addition of a new subsection 018 reading:

#### **5 PR 018. Locum Tenens Appointments.**

If the City is unable to fill a critical position after protracted and extensive recruitment efforts, the Personnel Director may authorize the locum tenens appointment of a qualified individual. These hires are temporary appointments and will last until the position can be filled or, in any case, not to exceed 50 weeks. Throughout the appointment, the department will continue to diligently recruit to fill the position with a permanent appointment.

The City Manager may approve a rate of pay outside the salary range normally assigned to the position, and also may approve a per diem allowance not to exceed \$85.00 per day. Locum tenens employees do not qualify for health or life insurance, leave, retirement, or any other benefits normally applying to the permanent position.

The Personnel Rules relating to recruitment, examination, selection, discipline, grievance and appeal do not apply to locum tenens employees, and they may be terminated at the convenience of the department director on three weeks notice.

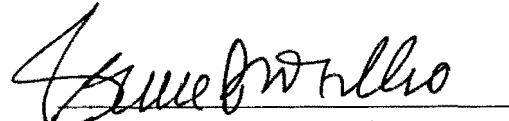
This provision expires on October 28, 2005.

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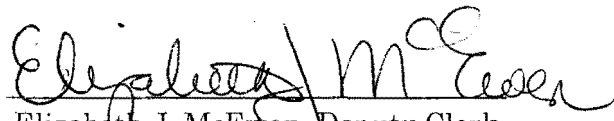
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**Section 2. Effective Date.** This resolution shall be effective immediately upon adoption. The authority granted by this resolution shall expire two years from adoption.

Adopted this 27<sup>th</sup> day of October, 2003.

  
Bruce Botelho, Mayor

Attest:

  
Elizabeth J. McEwen, Deputy Clerk

Vote: Unanimous