

**29. Entry & Promotional Requirements**

<b>Measure / Indicator Description:</b>	<b>Responsibility:</b>	<b>2006 %</b>	<b>2007 %</b>	<b>2008 %</b>	<b>2009 %</b>
Percent compliance with establishing a process for advertising and promoting entry-level and promotional employment opportunities.	Chief Meek	100	100		
Percent compliance with establishing a uniform pre-employment selection process which may include, but not be limited to: written aptitude examination, physical ability assessment, oral board interview, previous employer interview, background checks, psychological screening, and pre-employment physical in accordance with applicable laws, accepted standards, and current contract requirements.	Chief Meek Chief Clinton	100	100		
Percent compliance with establishing a uniform selection process for line and staff promotional positions identified as being available by the District.	Chief Meek	75	75		
<b>Overall Percent Compliance by Year:</b>		92%	92%		

**What does this measure tell us?**

This measure helps assure the best candidates are chosen for entry-level and promotional positions available within our organization. An effective pre-employment screening process is vital to maintaining employee satisfaction and a productive work environment, while improving the level of human resources available for promotional opportunities.

**Goal being measured:**

*Develop an Organizational Structure Plan that will carry the Department into the Future.*