



# Allegheny County Council

County of Allegheny  
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## Legislation Text

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### **MOTION OF THE COUNCIL OF ALLEGHENY COUNTY**

Establishing a policy within the Office of County Council regarding posting job vacancy announcements in local publications and in other locations.

**WHEREAS**, Allegheny County has a long tradition of maintaining diversity within its workforce, and of clearly establishing its desire to continue this practice; and

**WHEREAS**, in keeping with this commitment, Allegheny County has established its policy regarding equal employment and anti-discrimination within Section II of its Employee Handbook; and

**WHEREAS**, in addition to this statement of policy, the Administrative Code of Allegheny County also includes provisions requiring an audit of diversity within all County authorities, agencies, and departments, codified within Article 1204; and

**WHEREAS**, County Council has a well-established history of maintaining a diverse staff; and

**WHEREAS**, it is the desire of County Council to continue this tradition, while simultaneously endeavoring to make its job vacancy announcements widely available in order to reach as many qualified applicants as possible; and

**WHEREAS**, it is the judgment of Council that establishing a policy regarding job vacancy posting will aid the office in its efforts, and will establish a consistent practice regarding posting vacancy announcements;

### **NOW THEREFORE, IT IS MOVED, THAT THE COUNCIL OF ALLEGHENY COUNTY,**

Hereby establishes a policy regarding job vacancy announcement postings. For all staff vacancies that occur within the Office of County Council, the Council's Director of Administration or equivalent staff member shall post announcements of such vacancies in the following locations: (1) either the Pittsburgh Post-Gazette, or the Pittsburgh Tribune Review, or both, (2) the New Pittsburgh Courier and the City Paper, (3) the appropriate page of the Allegheny County website, (4) the appropriate office or location at the University of Pittsburgh, Carnegie Mellon University, Point Park University, Carlow University, Chatham University and Duquesne University, and (5) for postings involving the Budget Director, Director of Legislative Services, or Chief Clerk or equivalent senior staff positions, at least one appropriate professional organization including, but not limited to, the Government Finance Officers Association, County Bar Association, or International Institute of Municipal Clerks.

***PRIMARY SPONSOR: COUNCIL MEMBER KLEIN***