

# Malheur County Residence Preference CHRO Summary

## **Recruitments - Applicability**

Applies to any position for which a hiring or promotion decision is made or required to be made based on the results of a merit based, competitive process that includes, but is not limited to, consideration of an applicant's or employee's relative ability, knowledge, experience, and other skills.

## **Positions - Applicability**

Applies to a position where the majority of the work will be performed within the Eastern Oregon Border Economic Development Region.

Eastern Oregon Border Economic Development Region: Within 20 miles of the Oregon border with the State of Idaho, including but not limited to Ontario, Vale and Nyssa; an area in Oregon that is across the Oregon border from Weiser, Idaho; an area southwest of Vale for a distance of 10 miles; and Willow Creek and Brogan.



## **Applicants - Applicability**

Applies to applicants whose primary residence is in Malheur County.

All applicants identified as a resident applicant receive the percentage points unless they decline the preference in writing at the beginning of the application process.

## **Preference - Eligibility**

Preference shall be granted to an eligible applicant for a vacant position, or for promotional opportunity candidate who:

- Successfully completes an initial application screening or an application examination for the position, or successfully completes a civil service test an agency administers to establish eligibility for the position; and
- Meets the minimum qualifications and any special qualifications for the position.

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## **Preference - How Applied**

Preference is applied in the following manner:

- For application screening and recruitment processes that result in a score, five (5) percentage points five (5) percentage points is calculated based on the total score possible and added to the applicant's total points. .
- For application screening and recruitment processes which do not result in a score, the candidate is moved up one rating at each step in the recruitment.

A qualified resident shall be appointed if the results of the resident applicant's application examination, when combined with the resident applicant's preference percentage points, are equal to or higher than the results of an application examination for an applicant who is not a resident applicant.

Veterans' Preference Points are included in addition to Malheur County Residence Preference.

## **Preference - Once Applied**

Employees appointed to a position where Malheur County Residence Preference was used must maintain residency in Malheur County for at least five consecutive years following the date on which the employment begins.

Failure to maintain residency in Malheur County for this period shall be considered a voluntary termination of the employment.

The Eastern Oregon Border Economic Development Board will develop a method of which the employees who used the preference in the hiring process will notify the employer of their continued residency within Malheur County.

Violation is an unlawful employment practice and complaints may be made to BOLI.