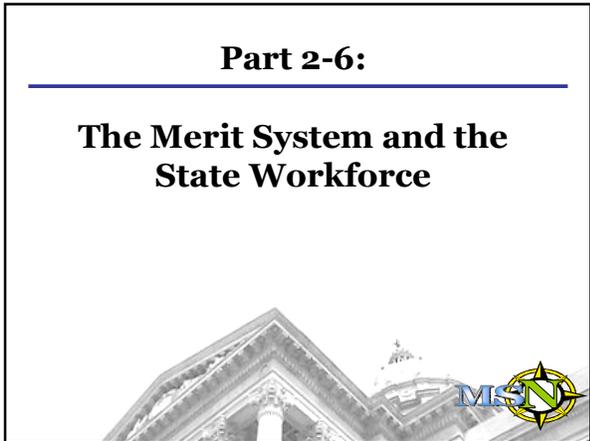


Part 2-6:

The Merit System and the State Workforce



Options for Filling Vacancy

Hire from the outside:

- Fosters new ideas
- May bring in skills you don't have
- Not as familiar with the person's work

Promote from within:

- Fosters succession planning
- Provides opportunity for existing employee
- Familiar with the employee's work



Merit System Appointments

Hire From Outside

Reinstatement from
layoff

From top 15/15%
Emergency

Reemployment

Provisional appointment

Hire From Within

Reinstatement from
layoff

Transfer
Regular Status

Promotion

From Register
Career Progression