



3.5. Promotions, Demotions and Transfers. All employees are eligible for promotion, transfer to another equivalent position, and voluntary or involuntary demotion. To be considered for another position, an employee must possess the qualifications for the vacant position unless the management determines that waiving those requirements is in the best interest of the Mt. Rainier Pool Metropolitan Park District.

3.5.1. The District encourages current employees to work toward increasing their capabilities through education, skill building and achievement of job-related certifications. Employees are also encouraged to apply for vacant positions for which they are qualified. Promotions are based on past performance, the supervisor's recommendation, qualifications or requirements, evaluations, job descriptions and related requirements and are given solely at the discretion of the Des Moines Pool Metropolitan Park District to administrative employees and by the Mt. Rainier Pool to pool employees. The amount of any pay increase and/or specific responsibilities are decided by the Des Moines Pool Metropolitan Park District.

3.5.2. A promoted employee may be demoted or terminated from the new position if the Des Moines Pool Metropolitan Park District or the Mt. Rainier Pool in its sole discretion, determines that the employee is not satisfactorily performing in the new position.

3.5.3. The Des Moines Pool Metropolitan Park District and/or Mt. Rainier Pool in its sole discretion, may fill a vacant position by transferring a qualified employee to the position. An employee may request a transfer to a vacant position by notifying the District General Manager or Aquatics Manager in writing.

