

A-21



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

See memo to be provided
OCT 25 11 08:48
COUNTY OF SANTA BARBARA

Department Name: Human Resources
Department No.: 064
For Agenda Of: 11/7/2006
Placement: Administrative
Estimate Time: 11/14/06 - 30 minutes
Continued Item: NO
If Yes, date from:
Vote Required: Majority

1107-08

TO: Board of Supervisors
FROM: Department Director(s) Susan Paul, Assistant CEO/HR Director *Susan*
Contact Info: Jeri Muth, Assistant HR Director CEO/HR 568-2816
Theresa Duer, Deputy HR Director CEO/HR 568-2822
SUBJECT: Set a Hearing to Adopt Recommended Changes to Certain Civil Service Rules for Managers and Executives

NOV 07 2006

County Counsel Concurrence:

As to form: Yes No N/A

Auditor-Controller Concurrence:

As to form: Yes No N/A

Other Concurrence: N/A

As to form: Yes No N/A

Recommended Action(s):

That the Board of Supervisors:

1. Set a hearing for November 14, 2006 to adopt a resolution amending certain Civil Service Rules.
2. That the amendments become effective upon allocation of managers into the new system.

Summary:

Over the last several months CEO/Human Resources (CEO/HR) has worked closely with key stakeholder groups to develop changes to Civil Service Rules needed to support revisions to the County's classification, compensation and performance management structure for executives and managers (Leadership Project). Those involved in the rule revision project include an ad hoc committee of the Civil Service Commission, two separate management and executive management working groups, departmental human resources managers, and County Counsel.

Legal requirements to change Civil Service Rules include two meetings with the Civil Service Commission. One of these meetings is a required public hearing. This process has been completed. The Civil Service Commission unanimously supported the recommended rule changes at their regular meeting on October 19, 2006.

The next required step to change the rules is for the Board to adopt a resolution amending the Civil Service Rules. This resolution will be on the Board's November 14, 2006 Agenda for adoption.

Background:

On June 14, 2006, the Board of Supervisors approved moving forward with the Leadership Project – New Classification, Compensation and Performance Management System for Executive and Management Employees. The Board’s action set into motion the implementation of new systems aligned with the Board’s direction to create a customer-focused culture within Santa Barbara County government and its workforce. The new system is designed to connect employee performance and service delivery to pay.

Civil Service Rules to support the new system have been reviewed and vetted with key stakeholders as noted earlier in this Board letter. The Civil Service Commission has reviewed and considered the proposed rule changes and on October 19, 2006, voted unanimously to approve the changes to the Civil Service Rules and to recommend these changes to the Board of Supervisors.

A full set of the rule changes and resolution to adopt the changes will be provided before the November 14, 2006 Board meeting.

Performance Measures:

Fiscal and Facilities Impacts:

Budgeted: Yes No

Fiscal Analysis:

Narrative:

Staffing Impact(s):

Legal Positions:

FTEs:

Special Instructions:

Attachments:

Authored by: Susan Paul

cc: