

**CIVIL SERVICE RULE REVISION**  
Summary of Activities, Fiscal Year 2007-2008

Background Information. In Fiscal Year 2006-2007, the CSC reviewed Rule changes proposed by CEO/HR department for unrepresented management classes (Leadership Project) and recommended approval of the proposed changes to the Board of Supervisors in October, 2006. Those changes to twenty three rules were adopted by the Board on November 21, 2006 and became effective December 11, 2007.

**CIVIL SERVICE RULE CHANGES**

In Fiscal Year 2007-2008, issues concerning Civil Service Rules (examples: Rule 1304, *Discrimination Complaint*, and 1305, *Investigations*,) came up for discussion in relation to individual cases at various Commission meetings, hearings and investigations, but no changes to those Rules were proposed.

October 18, 2007 CEO/HR requested a public hearing to amend Civil Service Rule 804, *Number of Names to be Certified*, which would allow all names on the Fire Fighter Trainee and Fire Fighter eligible lists to be certified to the Fire Department. The proposed change would enable Santa Barbara County Fire to compete on an equal footing with the six other local fire agencies that already had access to the entire list of eligibles. Civil Service Commissioners expressed concern that the change presented the possibility of discriminatory hiring decisions.

November 15, 2007 Public hearing was held on the proposed change to CS Rule 804. CEO/HR reviewed the protections the Fire Department will use to ensure fair hiring practices, including using job-related screening criteria to re-rank the eligible list, utilizing both management and labor on the selection committee and a review of how well the new process functions in actually finding successful candidates.

In conclusion, the Commissioners agreed to approve and recommend the proposed change to Rule 804 to the Board of Supervisors with the addition of one sentence. (“In the case of Fire Fighter Trainee and Firefighter, the Personnel Director shall certify the names of all eligibles.”)

The Rule change was approved by the Board of Supervisors on 12/04/2007 and took effect on 12/11/2007.