

CIVIL SERVICE RULE REVISION
Summary of Activities, Fiscal Year 2006-2007

Background Information. In June, 2006, the CSC received a status report on three major classification and compensation projects in Human Resources: Public Works Pilot Project, Clerical Project and Leadership Project.

Theresa Duer, Deputy Director, Human Resources, reported that the department had formed a labor-management working group which had collaboratively conducted extensive research on all three projects and developed survey tools, conducted focus groups and developed proposals to create a more flexible classification and compensation structure that benefits both the County and employees and provides for skill development and strong customer support.

She also reported that the Board of Supervisors had approved moving forward with the Leadership Project with the goal of streamlining and modernizing the County's HR systems and improving the quality of services provided.

July, 2006 An overview of the Leadership Project for unrepresented executives and managers was presented by Susan Paul, Assistant CEO/HR Director. The project was initiated in response to direction from the Board of Supervisors to look at improving the County's systems focusing on "ACE values" (Accountability, Customer Focus and Efficiency). The project's proposed timeline included working with the Commission in August and September on the Civil Service Rule changes necessary to implement it.

After extended discussion, the Commission appointed an Ad Hoc Committee to work on Civil Service rule changes related to this project and report back to the Commission.

August and September, 2006 The Ad Hoc Committee reported on its meetings with representatives of CEO/HR department and the proposed compensation plan, employee performance evaluations and the Civil Service Rules that will be impacted by adoption of the new plan.

Note: The Commission received extended Public Comment on the Leadership Project at both meetings which was summarized in the Minutes.

CIVIL SERVICE RULE CHANGES

September, 2006 CEO/HR requested a public hearing for proposed Rule changes for unrepresented management classes which the Commissioners scheduled for October 19, 2006.

October, 19, 2006 Public hearing held on the proposed changes to the Civil Service Rules. The Commissioners agreed to approve and authorize the Commission's recommendations to the Board of Supervisors for adoption of the proposed Rules. (See attached list of the Proposed Rule Changes from the Agenda for October 19, 2006.)