



COUNTY CODE OF ORDINANCES, SECTION 27

ALIGNING & CLARIFYING PERSONNEL PRACTICES

WHY UNDERTAKE THIS EFFORT?

- Obsolete concepts, language, and practices
- New state and federal law
- Contradictory statements
- Unclear language



WHO WAS INVOLVED?

2019

- County Counsel
- Civil Service Commission
- County Management



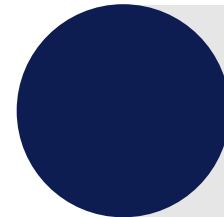
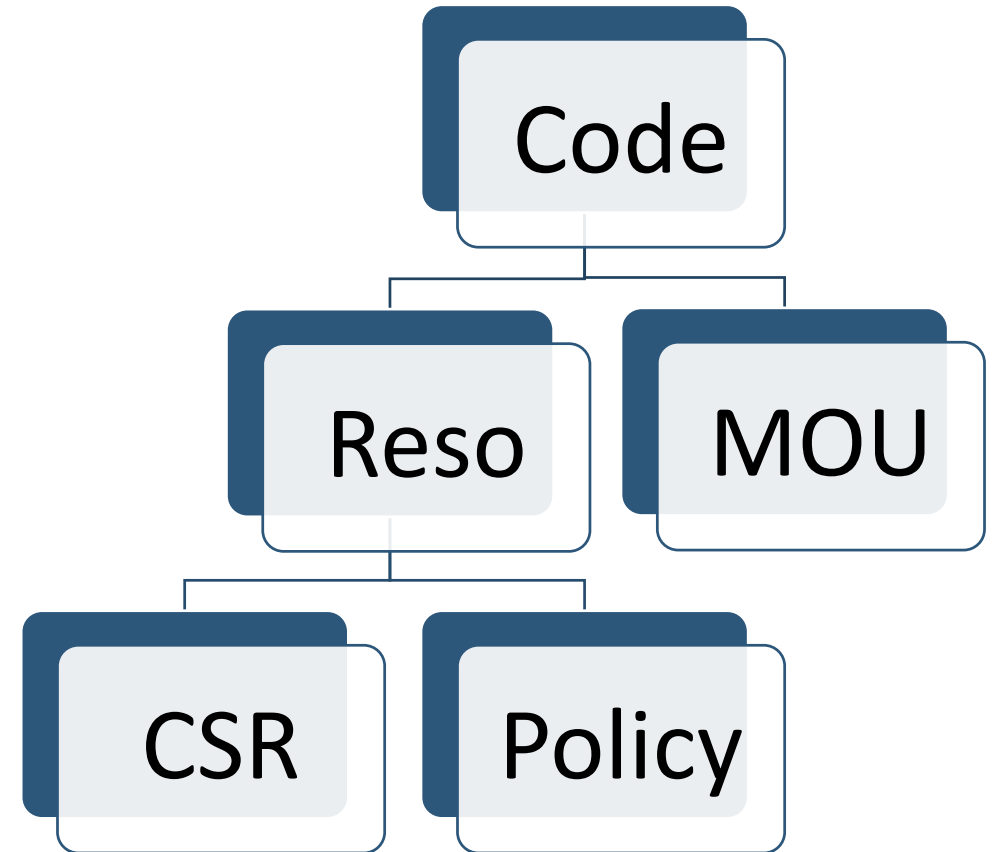
2021

- County Department Heads
- Labor Organizations
- HR Staff

WHAT EMERGED?



- Clarity in hierarchy of governance
- Consistency & alignment
- Content moved to
 - Resolution
 - Civil Service Rules
 - Policy Manual



HIERARCHY OF GOVERNANCE

WHAT HAPPENS NEXT?



FINAL READING OF COUNTY CODE

- March 9 BOS meeting
- Awaiting Final Approval from BOS



MANAGEMENT RESOLUTION

- Complete and presented to stakeholders
- Brought to BOS for adoption



CIVIL SERVICE RULE REVISIONS

- Complete and presented to stakeholders
- Meet and confer with unions
- Brought to BOS for adoption



COHR POLICY MANUAL

- Completed and presented to stakeholders
- Meet and confer with unions
- Brought to BOS for adoption

BOS REQUEST

Previously on February 2, 2021:

1. Consider the introduction of the ordinance amending Chapter 27, Personnel, Article I & II
2. Read the title of the Ordinance and waive the full reading of the Ordinance
3. Set hearing on the Departmental Agenda for March 2 to consider the adoption of the Ordinance amendments to Chapter 27, Articles I & II

March 9, 2021:

1. Consider the adoption of the Ordinance Amendment Chapter 27, Personnel Articles I & II
2. Accept Resolution regarding County Hours of Operation





THANK YOU!
