



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

Department Name: CEO/Human
Resources
Department No.: 064
For Agenda Of: 12/4/07
Placement: Departmental
Estimated Tme: 10 minutes
Continued Item: Select_Continued
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Susan Paul, Assistant CEO/Human Resources Director
Director(s)
Contact Info: Theresa Duer, Assistant HR Director 568-2822
SUBJECT: **Hearing to Adopt Recommended Changes to Civil Service Rule VIII**

County Counsel Concurrence

As to form: N/A

Other Concurrence: N/A

As to form: Select_Concurrence

Recommended Actions:

That the Board of Supervisors:

Adopt a resolution amending Civil Service Rule VIII.

Summary Text:

Staff recommends that the Board adopt an amendment to Civil Service Rule VIII (Attachment A) to allow CEO/Human Resources to certify all qualified candidates on Firefighter Trainee and Firefighter employment lists to the Fire Department for employment consideration.

Background:

During 2007-08 budget hearings, the Board of Supervisors requested that the Fire Department and CEO/Human Resources consider appropriate modifications to employee selection processes to allow the Fire Department to consider temporary fire crew employees for regular employment as Fire Fighters and Fire Fighter Trainees. This amendment to Rule VIII serves the interests of the County in that extra-help Fire Crew employees and other candidates with related experience and training could be considered for regular employment. In addition, the Fire Department and CEO/Human Resources believe that the change would provide an incentive for highly qualified candidates to accept extra help positions with the Fire Department. The City of Santa Barbara uses similar language and has indicated that the approach has allowed the City to hire exceptional employees.

To amend the Rule, the Civil Service Commission must hold two meetings, one of which must be a public hearing. The Commission held the required meetings on the subject and in a public hearing on October 18, 2007, unanimously supported the recommend Rule change and requested that CEO/Human Resources forward the changes to the Board of adoption. CEO/Human Resources has also met with an obtained the support of the amendment from the Santa Barbara County Fire Fighters Local 2046. The proposed Rule change is set forth in Attachment B.

The proposed Rule change will allow the Fire Department to move forward on selection of regular employees.

Performance Measure:

Fiscal and Facilities Impacts:

Budgeted: No

Fiscal Analysis:

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>Annualized On-going Cost:</u>	<u>Total One-Time Project Cost</u>
General Fund			
State			
Federal			
Fees			
Other:			
Total	\$ -	\$ -	\$ -

Narrative:

Staffing Impacts:

Legal Positions:

FTEs:

Special Instructions:

Please return one copy of the signed Resolution to Susan Kean, Human Resources Department.

Attachments:

Authored by: Theresa Duer

cc: Civil Service Commission