

CROSSWALK PROJECT OVERVIEW

Santa Barbara County Code of Ordinances (@Feb 2021)



Section 27 Personnel

Article II - Civil Service System of Santa Barbara County

		Revision Planned				Comment
		Ordinance	BOS Resolution	Civil Service Rules	Policy Manual	
27-21	Adoption; purposes	✓				Simplify language; add enabling code section
27-22	Civil Service Commission: Composition, appointment, qualifications, etc	✓				Simplify language; add clarity
27-23	CSC: Officers, meetings, duties and powers, confidential secretary	✓				Simplify language; add "good cause" to investigations
27-24	Duties of Personnel (HR) Director	✓				Adds "Propose civil service rules" (reflects current practice)
	Recommend to BOS all position allocations			✓		Rule 202 (BOS decides)
27-25	Persons deemed exempt from civil service	✓				Adds to exempt: enterprise leader positions (unless BOS says otherwise)
	Recruiting & selection procedures for DH, Asst DH	27-5				Moved to Article I, 27-5
	Extra help added	✓				Specifically names "extra help" (currently: "temporary"); also in 27-7
27-26	Recommendation of civil service rules	✓		✓	✓	Adds HR director as a source of recommendations to the BOS (reflects current practice)
	Rule of ten for eligibility lists	✓		✓	✓	Duplicates CSR reference
	Probationary period of one year	✓		✓	✓	Adds language that exemptions may be noted in CSR
	Provisional, temporary, emergency appointments	✓		✓	✓	Specifies that these are subject to CSR
27-27	Dismissal, suspension, or reduction in rank or pay	✓		✓		New language reflects historical practice about back pay if employee is reinstated
27-28	Status of present employees	✓				Not relevant
27-29	Political activities of officers and employees	27-8				Moved to Article I, 27-8
27-30	Non-Discrimination	27-28				Also in Article I, 27-9; retitled "Equal employment opportunity"
27-31	Amendment and Repeal	27-29				Clean up language
27-32	Severability	✓				Provided elsewhere in ordinance
27-33	Compensation and expenses of commissioners	27-30				Reflects current rate and practice