LETTER CLARIFYING A RECOMMENDATION ON CIVIL SERVICE RULES MADE IN THE REPORT ON THE ISD, (AUGUST 1991)

November 1991
November 22, 1991

Honorable Board of Supervisors
383 Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

In your October 8, 1991, discussion of the Economy and Efficiency Commission's report to the Board regarding ISD funding, you requested further clarification of our recommendation to re-examine Civil Service Rules (page 4 of the report). The purpose of this letter is to provide this clarification.

It is the Commission's understanding that the County's Civil Service Rules outline conditions which automatically grant "bumping" rights to employees based on seniority. It is the Commission's opinion that this rule may need re-examining. The Commission is not making a recommendation. It is suggesting that further study and discussions involving all affected parties is needed on this issue. The Commission has not performed any analysis on this issue and is not ready to make a recommendation at this time.

It is the Commission's understanding that many other governmental jurisdictions, and private sector unionized organizations, have already re-examined this common practice. They have come to varied conclusions about how to retain high performing employees with respect to employment practices which also value seniority. The Commission believes further investigation in this area by the County might provide valuable information.

I hope this response clarifies the intention of the Commission's recommendation regarding this concern. The Commission is available to assist the Board to further study this issue if so requested.

Sincerely,

Gunther Buerk
Chairperson

cc: Each Supervisor
All E & E Commissioners