

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

**November 1991**

LOS ANGELES COUNTY

# ECONOMY AND EFFICIENCY COMMISSION

Gunther W. Buerk, Chairperson  
Betty Trotter, Vice Chairperson

November 22, 1991

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

Dear Supervisors:

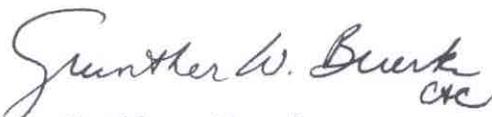
In your October 8, 1991, discussion of the Economy and Efficiency Commission's report to the Board regarding ISD funding, you requested further clarification of our recommendation to re-examine Civil Service Rules (page 4 of the report). The purpose of this letter is to provide this clarification.

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

Alfred P. Balderrama  
George E. Bodle  
Ann King Cooper  
Joe Crail  
Jack Drown  
Emma E. Fischbeck  
Louise Frankel  
Dr. Alfred J. Freitag  
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