Charter Review Committee

October 3, 2019
3:00 PM – 4:30 PM
Placer County Executive Offices
175 Fulweiler Avenue, Auburn CA 95603
CEO 1 Conference Room

1. Introductions

2. Committee Member Reports – Board of Supervisor/Dept/Other Meetings (CRC)

3. Public Comment (on issues not on the agenda)

4. CRC Action/Consideration on Clarified/New CRC Issues
   a. DRAFT CRC letter to BOS re: approval for its Civil Service Commission (CSC) review, per 1994 precedent (1996 voters’ pamphlet attached) (Jane)
   b. Summary of 14 CA Charter Counties’ use of their respective CSCs (Jane) (administrative review and/or dispute resolution)/qualifications requirements
   c. Civil Service Commission Clarification (Clayton)
      i. Should/can we replace the civil service system with an at-will system?
      ii. Rationale for 2015 HR realignment, which did not require a public vote
   d. Board approval of Dept Heads (Charter/Personnel Code inconsistent) (Clayton)
   e. Special elections for Board vacancies vs Board appointment (citizen letter)
   f. Term limits for Board of Supervisors/elected positions (CRC)

5. Discussion of Additional Potential CRC Issues (CRC)

6. Proposed CRC Community Outreach Approach: Subregional Mtgs (Chair)
   a. Tahoe w/Sup Gustafson – Fri, Nov 15 @ 3-4:40PM @ North Tahoe PUD Fairway Community Center (accommodations information available)
   b. Mid-Placer w/Sups Holmes & Weygandt – TBD
   c. Roseville/Granite Bay w/Sups Gore & Uhler – TBD

7. Adjourn

Attendees
Jane Christenson            Wayne Nader
Clayton Cook               Ed Silva
Chris Gray-Garcia          
David Butler
Loretta Walker
Roger Luebkeman
Todd Lindstrom
Jeff Mikles
Dear Honorable Board of Supervisors,

On behalf of the 2019 Placer County Charter Review Committee, I am writing to request the Board’s approval for our Committee’s review of the County Civil Service Commission’s (CSC) functions. Specifically, our Committee is interested in evaluating the CSC’s current role in administrative oversight, while maintaining its traditional role as a hearing body for employee grievances, disciplinary appeals and other such matters for which a hearing is required. Similar authority was granted by your Board to the Placer County Charter Review Committee in August of 1994 in order to evaluate the Civil Service Commission ordinance.

Of California’s 58 Counties, only 14 are governed by a County Charter. Of these 14 Charter Counties, only four utilize a Civil Service Commission for administrative oversight of day-to-day personnel matters such as position classifications, compensation changes and other routine human resources functions. For Placer County, this layer of administrative oversight can result in an inefficient use of County resources. The vast majority of Charter Counties rely on their Civil Service Commissions to add value as an appellate body, providing a neutral venue for employees and bargaining units to address a variety of concerns.

Thank you for your consideration, and we look forward to hearing from you!

Best,

David Butler, Chair
2019 Placer County Charter Review Committee
COUNTY OF PLACER

CONSOLIDATED GENERAL ELECTION
TUESDAY, NOVEMBER 5, 1996

Sample Ballot and Voter Information Pamphlet

NOTICE:
TO REQUEST AN ABSENTEE VOTER BALLOT SEE BACK COVER FOR AN APPLICATION FORM.

WARNING
Your polling place may have been changed! See back cover for polling place location.

THE LOCATION OF YOUR POLLING PLACE
IS SHOWN ON THE BACK COVER
POLLs OPEN AT 7 A.M. AND CLOSE AT 8 P.M.

Save this sample ballot to help you locate your polling place on Election Day.

31FC
OFFICIAL BALLOT
GENERAL ELECTION
PLACER COUNTY
November 5, 1996
This ballot stub shall be torn off by precinct board member and handed to the voter.

MEASURES SUBMITTED TO VOTE OF VOTERS

<table>
<thead>
<tr>
<th>MEASURE</th>
<th>DESCRIPTION</th>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>214</td>
<td>Health Care, Consumer Protection, Initiative Statute. Regulates health care businesses; prohibits discouraging health care professionals from informing patients of or advocating treatment; requires health care businesses to establish criteria for payment and facility staffing. Fiscal Impact: Increased state and local government costs for existing health programs and benefits, probably in the tens to hundreds of millions of dollars annually.</td>
<td>+</td>
<td>+</td>
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<tr>
<td>215</td>
<td>Medical Use of Marijuana, Initiative Statute. Exempts from criminal laws patients and defined caregivers who possess or cultivate marijuana for medical treatment recommended by a physician. Provides physicians who recommend use shall not be punished. Fiscal Impact: Probably no significant fiscal impact on state and local governments.</td>
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<td>+</td>
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<tr>
<td>216</td>
<td>Health Care, Consumer Protection, Taxes on Corporate Restructuring, Initiative Statute. Regulates health care businesses; prohibits discouraging health care professionals from informing patients of or advocating treatment; requires health care businesses to establish criteria for payment and facility staffing. Fiscal Impact: New tax revenues, potentially hundreds of millions of dollars annually, to fund specified health care. Additional state and local government costs for existing health programs and benefits, probably in the tens to hundreds of millions of dollars annually.</td>
<td>+</td>
<td>+</td>
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<tr>
<td>217</td>
<td>Top Income Tax Brackets, Reimbursement, Revenues to Local Agencies. Initiative Statute. Retroactively reinstates highest tax rates on taxpayers with taxable income over $75,000 (current estimates) and joint taxpayers with taxable income over $100,000 and $40,000,000 (current estimates). Allocates revenue from those rates to local agencies. Fiscal Impact: Annual increase in state personal income tax revenues of about $700 million, with about half the revenues allocated to schools and half to other local governments.</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>218</td>
<td>Voter Approval for Local Government Taxes, Limitations on Fees, Assessments, and Charges, Initiative Constitutional Amendment. Requires a majority of voters to approve increases in general taxes. Requires property-related assessments, fees, charges be submitted to property owners for approval. Fiscal Impact: Short-term local government revenue losses of more than $100 million annually; long-term local government revenue losses of potentially hundreds of millions of dollars annually. Comparable reductions in spending for local public services.</td>
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COUNTY

<table>
<thead>
<tr>
<th>MEASURE</th>
<th>DESCRIPTION</th>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Limit the Role of County Civil Service Commission. Shall Placer County Ordinance 501-B, now codified as Placer County Code Sections 14.101 and 14.102 be amended to require that the appointment of the five (5) members of the Civil Service Commission be made by the supervisor, and that the term of appointment be not to exceed five (5) years.</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>B</td>
<td>Appointment of County Civil Service Commissioners. Shall Sections 14.101 and 14.102 of County Ordinance 501-B, now codified as Placer County Code Sections 14.101 and 14.102 be amended to require that the appointment of the five (5) members of the Civil Service Commission be made by the supervisor, and that the term of appointment be not to exceed five (5) years.</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>C</td>
<td>Meetings of County Civil Service Commission. Shall Section 14.103 of County Ordinance 501-B, now codified as Placer County Code Section 14.1030, be amended to require the civil service commissioner to review and to hold meetings, other than the current requirement of meetings once a month regardless of the amount of business to be conducted.</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>D</td>
<td>Appointment of Director of Personnel. Shall Section 14.104 of County Ordinance 501-B, now codified as Placer County Code Section 14.1050 be amended to require the appointment of the Director of Personnel by the County Executive Officer, rather than by the Civil Service Commission as under current law, and that the position be placed in the unclassified service consistent with other Department Heads of the County?</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>L</td>
<td>Shall Placer County Code, Chapter 21, Section 21.3 be amended to impose a general tax under the provisions of Government Code Section 53723, which would increase the rate of Transient Occupancy Tax from 8% to 10%, effective for one year, the proceeds of which would be used to reduce the general fund and the property tax rate?</td>
<td>+</td>
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</tbody>
</table>
PLACER COUNTY ELECTIONS OFFICE
IS SEEKING VOTERS
TO SERVE AS

POLL WORKERS
(HOURS: 6:30 A.M. TO APPROX. 9:00 P.M.)
Remuneration for Election Officers
$56.00 to $75.00
For More Information Call
Placer County Elections Office
(916) 889-7088 or Toll-Free 1-800-824-VOTE

POLLING PLACES NEEDED

In a number of precincts there may also be a need for polling place facilities.
Remuneration for business or home used as a polling place is $45.00.

If you can make your services or your home or business available, please contact
our office.

IF YOU ARE INTERESTED IN BECOMING AN ELECTION OFFICER OR IF YOU CAN
MAKE YOUR HOME AVAILABLE AS A POLLING PLACE ...

PLACER COUNTY ELECTIONS DEPARTMENT
P. O. BOX 5278
AUBURN, CA 95604-5278

Name
Address
City Phone ( )

Inspector - Judge - Clerk (Circle position desired)
is your residence or business available as a polling place? Yes No
Social Security Number

BOARD OF SUPERVISORS RESOLUTION NO. 96-205 REFERRING TO
MEASURE A, B, C, AND D

Resolution No. 96-205
In the matter of:

A RESOLUTION SUBMITTING CIVIL SERVICE AMENDMENTS TO COUNTYWIDE
VOTE AND CONSOLIDATING SAID
ELECTION WITH THE NOVEMBER 5, 1996
GENERAL ELECTION

The following RESOLUTION was duly passed by the Board of Supervi-
sors of the County of Placer at a regular meeting held JULY 16, 1996,
by the following vote on roll call:

Ayes: SANTUCCI, WEYGANDT, LICHUAI, BLOOMFIELD, UHLER
Abs: NONE

Signed and approved by me after its passage.

Chairman, Board of Supervisors
Att: Clerk of said Board

The Board of supervisors of the County of Placer, a political subdivi-
sion of the State of California, does hereby resolve as follows:

WHEREAS, the current Civil Service Ordinance requires that any sig-
ificant modification of its terms must be submitted to the electorate for
ratification, and

WHEREAS, the Board of Supervisors has determined that the Placer
County Civil Service Ordinance requires amendment and modification
to effectively manage the County personnel system and that certain
requirements of that Ordinance result in needless duplication of time,
effort and expense; and

WHEREAS, the Board of Supervisors is authorized to call a special
election for the purpose of submitting for approval or disapproval by the
voters a proposed ordinance which will amend or modify the Placer
County Civil Service Ordinance and thereby simplify and streamline
County personnel procedures and practices;

NOW THEREFORE, IT IS HEREBY RESOLVED that an initiative shall
be submitted to amend and modify the Civil Service Ordinance to provide
for a more limited role for the Civil Service Commission, which will be
restricted to hearing employee grievances and disciplinary appeals.
The proposed measures shall read as follows:

A LIMIT THE ROLE OF COUNTY CIVIL SERVICE COMMISSION

"Shall Placer County Ordinance 501-B, now codified within Placer
County Code, Chapter 14, governing the civil service system for employ-
ees of the County be amended to eliminate all duties and responsibilities
of the Civil Service Commission, with the exception of its duties and
responsibilities as a hearing body for employee grievances, disciplinary
appeals and such other matters for which a hearing is provided?"
PROPOSAL TO LIMIT THE ROLE OF THE COUNTY CIVIL SERVICE
COMMISSION

MEASURE A

Shall Placer County Ordinance 501-B, now codified within Placer County Code, Chapter 14, governing the civil service system for employees of the County be amended to eliminate all duties and responsibilities of the Civil Service Commission, with the exception of its duties and responsibilities as a hearing body for employee grievances, disciplinary appeals and such other matters for which a hearing is provided?

YES NO

COUNTY COUNCIL’S IMPARTIAL ANALYSIS OF MEASURE A

This measure proposes amendments to the Placer County Civil Service Ordinance, No. 501-Series B, which was enacted by the Board of Supervisors on November 14, 1961 and adopted after ratification by the voters in June, 1962. The passage of Ordinance No. 501-B gave the County and its employees a civil service system. Ordinance No. 501-B also contained a provision which required that no ordinance repealing or amending it which nullified a basic principle of the Civil Service System as contemplated by the ordinance would be effective unless a proposition of such repeal or amendment was submitted to an election and approved by a majority vote.

Ordinance No. 501-B, Sections 14.100 through 14.117 placed all responsibility for management of the County personnel system in a five member Civil Service Commission. The Commissioners were to be appointed for staggered four year terms and could only be removed for cause during their term. The Commission was also required to appoint the Director of Personnel and such other employees necessary to perform duties in the personnel department. The Civil Service Commission was granted authority over all aspects of the personnel system including recruitment, examination, appointment, leaves, classification, grievances and disciplinary actions. The stated purpose and intent of these measures is the approval by the voters of amendments to the civil service system as it exists in Placer County.

Measure A would limit the duties and responsibilities of the Civil Service Commission solely to acting as a hearing body for employee grievances, disciplinary appeals and such other matters for which the personnel ordinances provide for a hearing. Those matters are currently heard by the Civil Service Commission and this amendment would not involve a change in this aspect of the civil service system. However, the Commission authority over a number of issues such as recruitment, examination, hiring of employees, allocation of positions, classification of positions, leave of absence, review of merit increases, and establishment of eligible lists are removed from the general authority of the Civil Service Commission. County rules as to these issues are currently subject to approval of the Civil Service Commission. The amendment proposed would eliminate the requirement of approval or ratification by the Civil Service Commission for these duties and leave decisions on those issues within the discretion of the Personnel Director.

A majority "YES" vote would limit the duties and responsibilities of the County Civil Service Commission to hearing employee grievances, disciplinary appeals and such other matters in which the personnel ordinances provide for a hearing.

A majority "NO" vote would continue the current practice of requiring all matters relating to the Civil Service System to be determined by the appointed County Civil Service Commission rather than the Personnel Director.

ANTHONY J. La BOUFF, County Counsel
GERALD O. CARDEN, Chief Deputy

THE ABOVE STATEMENT IS AN IMPARTIAL ANALYSIS OF MEASURE A. IF YOU DESIRE A COPY OF THE AMENDMENTS TO THE PLACER COUNTY CIVIL SERVICE ORDINANCE 501-SERIES B, PLEASE CALL PLACER COUNTY ELECTION DIVISION AT (916) 886-7688, AND A COPY WILL BE MAILED AT NO COST TO YOU.

ARGUMENTS AND REBUTTALS BEGIN ON NEXT PAGE

ARGUMENT IN SUPPORT OF MEASURE A

The Placer County Charter Review Commission has completed an extensive review of the civil service system and has concluded that a change in the structure and function of the Civil Service Commission is necessary to improve customer service by permitting department managers and supervisors more authority in directing their staff. The proposed ballot measure would amend the current civil service system by transferring some of the duties and responsibilities of the Civil Service Commission to a department under the umbrella of or direction of the County Executive Office which is directly responsible to the public through their elected County Supervisor. The Civil Service Commission would be retained for the key function of hearing employee grievances and appeals and other matters for which a hearing is required and the county would still have a personnel system based on merit.

Today there is little justification to continue to allow an independent body to have complete control over personnel related matters. Department heads, managers, and supervisors are accountable for results which are achieved through the work of their employees. They must have the authority to use their employees in new and creative ways, unfettered by the constraints of a personnel commission guided by process, protection, and tradition, rather than results and service to the public.

The Board of Supervisors of the County of Placer has endorsed the recommendation to change the duties and responsibilities of the Civil Service Commission as proposed by this measure. We join the Board of Supervisors in this endorsement, and ask all voters of the County to approve this important personnel reform measure.

Submitted by:
s/Stephen G. Weyes M.D.
Chairman, Civil Service Commission

REBUTTAL TO ARGUMENT IN SUPPORT OF MEASURE A

Vote No on Measure A.

Don’t let Placer County fall behind other progressive counties in California. We need a modern and effective civil service system that provides high-quality services to county residents. A "Yes" vote on Measure A would eliminate the Civil Service Commission and its role in protecting employee rights and ensuring fair hiring practices.

Today, there are more reasons than ever to maintain an impartial system that prevents politicians from "creative, unfettered" use of the personnel department for their own gain.

Vote No on this Measure.

Submitted By:
s/Stephen G. Weyes M.D.
Chairman, Civil Service Commission
PROPOSED APPOINTMENT OF COUNTY CIVIL SERVICE COMMISSIONERS

MEASURE B

Shall Sections 14.101 and 14.102 of County Ordinance 501-B, now codified as Placer County Code Sections 14.1010 and 14.1020 be amended to require that the appointment of the five (5) member Civil Service Commission by supervisory district by the supervisor representing that district and that the term of appointment shall be the same as the County Supervisor making the appointment?

YES ___ NO ___

COUNTY COUNCIL’S IMPARTIAL ANALYSIS OF MEASURE B

This measure proposes amendments to the Placer County Civil Service Ordinance, No. 501-Series B, which was enacted by the Board of Supervisors on November 14, 1981 and adopted after ratification by the voters in June, 1982. The passage of Ordinance No. 501-B gave the County and its employees a civil service system. Ordinance No. 501-B also contained a provision which required that no ordinance repealing or amending it which nullified a basic principal of the Civil Service System as contemplated by the ordinance would be effective unless a proposition of such repeal or amendment was submitted to an election and approved by a majority vote. Ordinance No. 501-B, Sections 14.101 and 102 set the requirements for appointment to the Civil Service Commission. Measure B seeks to amend these requirements, now set out in Placer County Code Sections 14.1010 and 14.1020. The Commissioners are presently appointed for staggered four-year terms and can only be removed for cause during their term.

Measure B would change the appointment process for members of the Civil Service Commission. Under current law, the five (5) members of the Civil Service Commission are appointed at large by majority vote of the Board of Supervisors. Once appointed, members serve four year terms that are staggered and not consistent with the term of a member of the Board of Supervisors. In addition, members of the Civil Service Commission cannot be removed during their term except for cause which must be stated in writing and the Civil Service Commission must have an opportunity for a public hearing before the Board of Supervisors prior to removal.

Measure B would change the method of appointment to be by supervisory district and the supervisor representing each district would make the appointment at the commencement of his or her term. The appointment of the member of the Civil Service Commission would be to a four year term that would run concurrent with the appointing member of the Board of Supervisors. Under the proposed Measure B, a member of the Civil Service Commission will be appointed for each supervisory district. The appointment will be made by the supervisor representing that district. The appointment would be made upon the commencement of the term for the supervisor. The appointment would be confirmed by a majority vote of the Board of Supervisors.

A majority “YES” vote would amend the current civil service ordinance and provide for appointment of Civil Service Commissioners by supervisory district with the term of appointment concurrent with that of the appointing member of the Board of Supervisors.

A majority “NO” vote would continue to provide for appointment of County Civil Service Commissioners at large by the Board of Supervisors to staggered four year terms and subject to removal for “cause.”

ANTHONY J. Le BOUFF, County Counsel
VIGERALD O. CARDEN, Chief Deputy

THE ABOVE STATEMENT IS AN IMPARTIAL ANALYSIS OF MEASURE B. IF YOU DESIRE A COPY OF THE PROPOSED AMENDMENTS TO PLACER COUNTY CIVIL SERVICE ORDINANCE NO. 501 SERIES B, PLEASE CALL PLACER COUNTY ELECTION DIVISION AT (916) 862-7008 AND A COPY WILL BE MAILED AT NO COST TO YOU.

ARGUMENT AGAINST MEASURE B

Vote NO on Measure B.

It is a mistake to tie the commissioners to the coat tails of the supervisors. This measure will make the commissioners political appointees of their district supervisors. At present, a majority vote of the supervisors is required for appointment. This means that any supervisor can raise a challenge to prevent political favoritism. Since commissioners can only be removed for cause, they are free to do what is right. This measure allows removal for NO reason, or for failure to do as one is told! Vote against favoritism.

Vote NO on this Measure

Submitted by:
Stephen G. Weyers M.D.
Chairman, Civil Service Commission

NO ARGUMENT IN SUPPORT OF MEASURE B WAS SUBMITTED

PROPOSAL TO CHANGE FREQUENCY OF MEETINGS CONDUCTED BY COUNTY CIVIL SERVICE COMMISSION

MEASURE C

Shall Section 14.103 of County Ordinance 501-B, now codified as Placer County Code Section 14.1030, be amended to allow the Civil Service Commission to decide the need and frequency to hold its meetings, rather than the current requirement of meetings once a month regardless of the amount or absence of business to conduct?

YES ___ NO ___

COUNTY COUNCIL’S IMPARTIAL ANALYSIS OF MEASURE C

This measure proposes amendments to the Placer County Civil Service Ordinance, No. 501-Series B, which was enacted by the Board of Supervisors on November 14, 1981 and adopted after ratification by the voters in June, 1982. The passage of Ordinance No. 501-B gave the County and its employees a civil service system. Ordinance No. 501-B also contained a provision which required that no ordinance repealing or amending it which nullified a basic principal of the Civil Service System as contemplated by the ordinance would be effective unless a proposition of such repeal or amendment was submitted to an election and approved by a majority vote. Ordinance No. 501-B, Section 14.103, now codified as Placer County Code Section 14.1030, requires regular meetings, once each month for the County Civil Service Commission. This requirement is consistent with the current authority of the Civil Service Commission over all aspects of the County personnel system.

Measure C would amend Placer County Code Sections 14.1030 and 14.1300 - 14.1322, to allow the County Civil Service Commission the flexibility to schedule its meetings when the need for such meetings arise. Under current law, regular scheduled meetings of the Civil Service Commission are required once a month. By limiting the Civil Service Commission to hearing employee grievances and disciplinary appeals, the need and frequency of Commission meetings will change. The meetings will be scheduled as employee grievances or disciplinary appeals are required to be scheduled. Measure C would allow the Civil Service Commission to set its meetings as such meetings are necessary to conduct hearings.

A majority “YES” vote will amend the current ordinance and allow the County Civil Service Commission to set meetings as necessary in carrying out its duties and responsibilities.

A majority “NO” vote will continue to require meetings once a month as set out under the current ordinance.

ANTHONY J. Le BOUFF, County Counsel
GERALD O. CARDEN, Chief Deputy

THE ABOVE STATEMENT IS AN IMPARTIAL ANALYSIS OF MEASURE C. IF YOU DESIRE A COPY OF THE AMENDMENTS TO THE PLACER COUNTY CIVIL SERVICE ORDINANCE, NO. 501-SERIES B, PLEASE CALL PLACER COUNTY ELECTION DIVISION AT (916) 862-7008 AND A COPY WILL BE MAILED AT NO COST TO YOU.

NO ARGUMENT IN SUPPORT OF OR AGAINST MEASURE C WERE SUBMITTED
PROPOSED APPOINTMENT OF DIRECTOR OF PERSONNEL

MEASURE D

Shall Section 14.104 of County Ordinance 501-B, now codified as Placer County Code Section 14.1050 be amended to require the appointment of the Director of Personnel by the County Executive Officer, rather than the Civil Service Commission as under current law, and that the position be placed in the unclassified service consistent with other Department Heads of the County?

YES___ NO___

ARGUMENTS AND REBUTTALS BEGIN ON NEXT PAGE

COUNTY COUNSEL’S IMPARTIAL ANALYSIS OF MEASURE D

This measure proposes amendments to the Placer County Civil Service Ordinance, No. 501-Series B, which was enacted by the Board of Supervisors on November 14, 1961 and adopted after ratification by the voters in June, 1962. The passage of Ordinance No. 501-B gave the County and its employees a civil service system. Ordinance No. 501-B also contained a provision which required that no ordinance repealing or amending it which nullified a basic principal of the Civil Service System as contemplated by the ordinance would be effective unless a provision of such repeal or amendment was submitted to an election and approved by a majority vote. Ordinance No. 501-B, Section 14.104, now codified as Placer County Code Section 14.1050, placed the appointment of a Director of Personnel within the authority of the County Civil Service Commission. The stated purpose and intent of this measure is the approval by the voters of an amendment to the civil service system as it exists in Placer County to allow the appointment of a Director of Personnel to be made by the County Executive Officer.

Measure D would amend Placer County Code Sections 14.1050, 14.1060 and 14.2230. Under present law, the Civil Service Commission is required to appoint the Director of Personnel and that position is placed in the classified service. As a member of the classified service, the Personnel Director can only be removed for cause and a hearing must be provided before the Board of Supervisors. The amendment proposed by Measure D would remove the authority of the Civil Service Commission to appoint a Director of Personnel and grant that authority to the County Executive Officer, subject to confirmation by the Board of Supervisors. In addition, the Director of Personnel will be removed from the classified service to the unclassified service, and serve at the will of the County Executive Officer. Under that amendment, the Director of Personnel could be removed without written cause and without the requirement of a hearing before the Civil Service Commission or the Board of Supervisors. This is consistent with the status of other County department heads.

A majority “YES” vote will amend the current county ordinance and provide for appointment of the Director of Personnel by the County Executive Officer with the approval of the Board of Supervisors.

A majority “NO” vote will indicate support for the current ordinance authorizing appointment of the Director of Personnel by the County Civil Service Commission.

ANTHONY J. Le BOUFF, County Counsel
s/GERALD O. CARDEN, Chief Deputy

THE ABOVE STATEMENT IS AN IMPARTIAL ANALYSIS OF MEASURE D. IF YOU DESIRE A COPY OF THE AMENDMENTS TO THE PLACER COUNTY CIVIL SERVICE ORDINANCE, NO. 501-SERIES B, PLEASE CALL PLACER COUNTY ELECTION DIVISION AT (916) 889-7086 AND A COPY WILL BE MAILED AT NO COST TO YOU.
ARGUMENT AGAINST MEASURE D

Vote NO on Measure D.

Our system works because it has checks and balances. At present, the Personnel Director is insulated from politics, and can only be fired by the Commission for failure to perform the job or for misconduct. Why should the Personnel Director be fired for not hiring the friend of a politician? That was wrong 30 years ago and is still wrong! Let the Commission and the Personnel Director continue to do their jobs in a fair and impartial manner.

Vote NO on this Measure.

Submitted by:

s/Stephen G. Weyers M.D.
Chairman, Civil Service Commission

REBUTTAL TO ARGUMENT AGAINST MEASURE D

Please vote Yes on Measure D to improve effectiveness of the Placer County Government organization structure.

We agree that the Civil Service Commission needs to continue its very important role as a neutral third party, available to hear employee grievances and appeals. The Civil Service Commission will continue to ensure integrity of the civil service system.

With a normal schedule that calls for meeting briefly once a month, what the commission has not, and can not do, is provide any oversight activity that reviews and measures performance of the Personnel Director. There is no check and balance. For practical purposes the Personnel Director reports to himself. And no one else in the Placer County government organization structure is currently authorized to evaluate, measure or impact effectiveness of the Personnel Department.

This is a critical business issue, not a political issue. Many clients of the Personnel Department have validated business concerns in dealing with the Personnel Department. That is why Measure D was written. That is why the Placer County Board of Supervisors endorsed Measure D. That is why the Charter Review Commission, County Department heads, and key representatives of the employees' union and the League of Placer County Taxpayers strongly support Measure D. Please help us make government more effective, efficient and responsive!

Vote Yes on Measure D.

s/Bruce Kranz, Chairman, Placer County Charter Review Commission
s/Bruce Dear, Placer County Assessor
s/Jerine Windeshausen, Placer County Treasurer-Tax Collector
s/Jerry Rahmeyer, Placer County Employee, Union member
<table>
<thead>
<tr>
<th>Measure</th>
<th>Description</th>
<th>For</th>
<th>Against</th>
</tr>
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<tbody>
<tr>
<td>PROP 216</td>
<td>Health Care Consumer Protection</td>
<td>30,007 (85.9%)</td>
<td>5,552 (14.1%)</td>
</tr>
<tr>
<td>PROP 217</td>
<td>Top Income Tax Brackets Reinstatement</td>
<td>39,992 (62.5%)</td>
<td>20,004 (37.5%)</td>
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<tr>
<td>PROP 218</td>
<td>Voter Approval for Local Gov. Taxes</td>
<td>55,751 (62.5%)</td>
<td>33,450 (37.5%)</td>
</tr>
<tr>
<td>MEAS. A</td>
<td>Limit the Role of City Civil Serv. Comm.</td>
<td>25,910 (55.5%)</td>
<td>18,013 (44.5%)</td>
</tr>
<tr>
<td>MEAS. B</td>
<td>Appoint of City Civil Serv. Comm.</td>
<td>42,670 (58.0%)</td>
<td>30,926 (42.0%)</td>
</tr>
<tr>
<td>MEAS. C</td>
<td>Meetings of County Civil Serv. Comm.</td>
<td>32,284 (44.6%)</td>
<td>40,180 (55.4%)</td>
</tr>
<tr>
<td>MEAS. E</td>
<td>Transient Occupancy Tax - Lincoln</td>
<td>988 (39.1%)</td>
<td>1,537 (60.9%)</td>
</tr>
<tr>
<td>MEAS. F</td>
<td>Fire Protection Services - Placer Hills</td>
<td>3,055 (71.7%)</td>
<td>1,208 (28.3%)</td>
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<tr>
<td>MEAS. H</td>
<td>Transient Occupancy Tax - Rocklin</td>
<td>4,440 (47.2%)</td>
<td>4,964 (52.8%)</td>
</tr>
<tr>
<td>MEAS. J</td>
<td>Transient Occupancy Tax - Roseville</td>
<td>12,250 (49.8%)</td>
<td>12,347 (50.2%)</td>
</tr>
<tr>
<td>MEAS. K</td>
<td>No Growth Initiative - Roseville</td>
<td>7,687 (29.9%)</td>
<td>18,013 (70.1%)</td>
</tr>
<tr>
<td>MEAS. L</td>
<td>Transient Occupancy Tax - Placer Cty</td>
<td>11,361 (35.4%)</td>
<td>20,755 (64.6%)</td>
</tr>
<tr>
<td>MEAS. M</td>
<td>Mosquito Abatement District</td>
<td>34,168 (59.5%)</td>
<td>23,259 (40.5%)</td>
</tr>
<tr>
<td>MEAS. N</td>
<td>Transient Occupancy Tax - Loomis</td>
<td>1,157 (46.3%)</td>
<td>1,341 (53.7%)</td>
</tr>
<tr>
<td>MEAS. P</td>
<td>City Clerk Be Appointive - Auburn</td>
<td>2,130 (40.7%)</td>
<td>3,108 (59.3%)</td>
</tr>
<tr>
<td>MEAS. Q</td>
<td>City Treasurer Be Appointive - Auburn</td>
<td>1,951 (37.7%)</td>
<td>3,226 (62.3%)</td>
</tr>
<tr>
<td>MEAS. R</td>
<td>Transient Occupancy Tax - Auburn</td>
<td>2,352 (46.0%)</td>
<td>2,756 (54.0%)</td>
</tr>
<tr>
<td>MEAS. S</td>
<td>Comm. Center Facility Tax - Lincoln</td>
<td>359 (14.4%)</td>
<td>2,139 (85.6%)</td>
</tr>
<tr>
<td>MEAS. T</td>
<td>Comm. Facilities Special Tax - Tahoe City</td>
<td>Bonds Yes: 1,155 (57.3%)</td>
<td>Bonds No: 862 (42.7%)</td>
</tr>
<tr>
<td>MEAS. U</td>
<td>Granite Bay Douglas Blvd. Setback</td>
<td>2,172 (27.0%)</td>
<td>5,870 (73.0%)</td>
</tr>
</tbody>
</table>