



**MEMORANDUM
HUMAN RESOURCES**
County of Placer

TO: Honorable Board of Supervisors **DATE:** April 19, 2022
FROM: Kate Sampson, Director of Human Resources
SUBJECT: Civil Service Commission Annual Report 2021

ACTION REQUESTED

Receive the Civil Service Commission 2021 Annual Report.

BACKGROUND

The Placer County Civil Service Commission (Commission) serves as the neutral appellate body hearing grievances and appeals on personnel-related matters, as defined in Chapter 3 of the Placer County Code. The Director of Human Resources is required to keep an official record of all actions taken by the Commission and prepare an annual report for the Board of Supervisors.

The Commission convened to hear three items in 2021:

1. On June 16, 2021, the Commission considered whether it had jurisdiction to hear a complaint filed by Mastagni Holstedt, APC, on behalf of an employee represented by the Deputy Sheriffs' Association (DSA), alleging a violation of the 2021 Placer County Employee Benefits Guide and the DSA Memorandum of Understanding Section 6.3(a). By unanimous vote, the Commission found there was not reasonable cause to establish a violation of the Civil Service Rules or Memorandum of Understanding, and further determined it did not have jurisdiction to hear the complaint or award monetary damages.
2. On November 10, 2021, the Commission considered a request from the Department of Facilities Management for waiver of the County nepotism rules pursuant to County Code Section 3.04.080C. By unanimous vote, the waiver was approved.
3. On November 10, 2021, the Commission heard a complaint filed by Mastagni Holstedt, APC, on behalf of an employee represented by the DSA, regarding retroactive payment of educational incentive pay. By unanimous vote, the Commission granted in favor of the complainant.

The County extends its appreciation to the Commission members for their service.

FISCAL IMPACT

As an informational item only, there is no proposed action or impact resulting from this item. Any fiscal impact that may result from the Commission's decisions is absorbed by the associated department's budget.

ATTACHMENT

None