



# COUNTY OF SANTA CRUZ

## PERSONNEL DEPARTMENT

701 OCEAN STREET, SUITE 310, SANTA CRUZ, CA 95060-4073  
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 DANIA TORRES WONG, DIRECTOR

March 22, 2006

AGENDA: March 28, 2006

Board of Supervisors  
 County of Santa Cruz  
 701 Ocean Street  
 Santa Cruz, CA 95060

Dear Members of the Board:

**Adopt Resolution Amending Personnel Regulations Adding Section 165 S Regarding  
 Setting of Advanced Accrual Rates for Initial Appointments to Difficult to Recruit  
 Classifications**

As your Board is aware, the County of Santa Cruz routinely hires employees with experience in other public agencies. When hired, the accrual rates of vacation and sick leave are set at the entry level. While this does not generally create an impediment to recruitment or hiring, this is not the case for difficult to recruit classifications.

Recently, the Sheriff requested that the Personnel Department review the Personnel Regulations regarding the setting of advanced accrual rates for initial appointments for the difficult to recruit position of Deputy Sheriff. The Sheriff is requesting the County to allow Officers transferring from other agencies to have their vacation and sick leave accrual rates set at a rate that credits the incoming employee for their years of service with other public agencies. This change would acknowledge the value of the prior years of public service to the County and would encourage lateral transfers. Such flexibility would also be helpful for other highly skilled and technical classifications.

Attached is a Resolution adding a new Personnel Regulation Section 165 S (Advanced accrual rates for leaves) to implement the necessary changes.

It is, therefore, RECOMMENDED that your Board approve the attached Resolution adding Personnel Regulation Sections 165 S as recommended by the Personnel Director.

Very truly yours,

RECOMMENDED:

*Dania Torres Wong*  
 Dania Torres Wong *by Janet*  
 Personnel Director *Atkinson*

  
 \_\_\_\_\_  
 SUSAN A. MAURIELLO  
 County Administrative Officer

DTW:JM/jm  
 Cc: All Department Heads

BEFORE THE BOARD OF SUPERVISORS  
OF THE COUNTY OF SANTA CRUZ, STATE OF CALIFORNIA

RESOLUTION NO.

On the motion of Supervisor:  
Duly seconded by Supervisor:  
The following Resolution is adopted:

RESOLUTION AMENDING RESOLUTION 247-76; AND  
PERSONNEL REGULATIONS, SECTION 165 S

BY:  
(Amendment No.                    )

WHEREAS, the Board of Supervisors has adopted Personnel Regulations as part of the County's Procedure Manual by Resolution No. 247-76 and subsequent amendments; and

WHEREAS, the County has determined that Personnel Regulation Section 165 shall be amended to create a new Section 165 S (Advanced Accrual Rates for Leaves) to allow a credit for the number of years of service with other public agencies for the advanced setting of accrual rates for leaves for initial appointments;

WHEREAS, the County has determined to allow the County Administrative Officer to approve such requests when submitted by Department Heads for difficult to recruit positions;

NOW, THEREFORE, BE IT RESOLVED AND ORDERED that Part 165 (Salary, Compensation and Leave Provisions) are hereby amended create the new Section 165 S;

BE IF FURTHER RESOLVED AND ORDERED that for hard to recruit classifications the County Administrative Officer is authorized to allow for the advanced setting of accrual rates for leaves based upon the number of years of service with other public agencies.

BE IT FUTHER FURTHER RESOLVED AND ORDERED that the Personnel Director and County Administrative Officer take the necessary administrative actions to effectuate these changes.

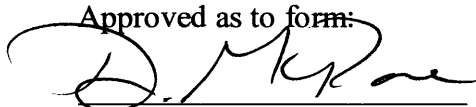
PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Cruz,  
State of California this day of March 28, 2006, by the following vote:

AYES: SUPERVISORS  
NOES: SUPERVISORS  
ABSENT: SUPERVISORS

\_\_\_\_\_  
Mark Stone, Chairperson of the Board

ATTEST: \_\_\_\_\_  
Clerk of the Board

Approved as to form:



\_\_\_\_\_  
County Counsel

Cc: Personnel (2)  
Auditor-Payroll  
All Department Heads