



# County of Santa Cruz

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## PERSONNEL DEPARTMENT CIVIL SERVICE COMMISSION

701 OCEAN STREET, SUITE 330, SANTA CRUZ, CA 95060-4073  
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DANIA TORRES WONG, DIRECTOR

November 30, 2000

Agenda: December 12, 2000

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

### CIVIL SERVICE COMMISSION RULE CHANGE

Dear Members of the Board:

The Civil Service Rules establish the reasons for disciplinary action in regard to County employees. One of the current reasons is "Physical or mental disability". This reason is not consistent with the Americans With Disabilities Act (ADA). Therefore, the Commission recommends to the Board changing the wording on this reason to read: "Physical or mental limitations rendering the employee incapable of performing the essential functions of the position after considering reasonable accomodation." A similar change was made in another part of the rules a few years ago, and for some reason this section was not changed in the same way.

The Commission approved this recommended change and is recommending it to the Board for approval. This change requires approval of both the Civil Service Commission and the Board of Supervisors.

Therefore, IT IS RECOMMENDED that your Board adopt the attached amendment to Resolution No. 247-76 to amend the Personnel Regulations with the attached revisions to the Civil Service Commission rules.

Very truly yours,

JUDY JONES, Chair  
County Civil Service Commission

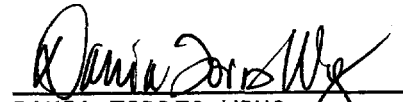
**Civil Service Rule Change**

**Page Two**

**RECOMMENDED:**

  
SUSAN A. MAURIELLO  
County Administrative Officer

**RECOMMENDED:**

  
DANIA TORRES WONG  
Personnel Director

**Attachment: Proposed Resolution**

**cc: Each Department Head**

**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 PERSONNEL REGULATIONS**

**WHEREAS, the Civil Service Commission has, due to the Americans With Disabilities Act, adopted changes to Civil Service Rules changing the description of one of the reasons for terminating a County employee; and**

**WHEREAS, it is now desirable and necessary to amend said resolution to effect said changes; and**

**BE IT RESOLVED AND ORDERED that the Personnel Regulations 130 Section XIV (B) be amended by changing item 4. following: "The following may be considered as causes for dismissal, suspension, reduction in compensation or demotion, although dismissals, suspension reductions in compensation or demotions may be made for other causes:" from "4. Physical or mental disability." to "4. Physical or mental limitations rendering the employee incapable of performing the essential functions of the position after considering reasonable accommodation."**

**PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Cruz, State of California, this            day of            , 2000, by the following vote:**

**AYES:        SUPERVISORS  
NOES:        SUPERVISORS  
ABSENT:     SUPERVISORS**

**MARDI WORMHOUDT, Chairperson of the Board**

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

**Approved as to form**

  
**Assistant County Counsel**

**cc: All Departments, Personnel(Z)**