




County of Santa Cruz

PERSONNEL DEPARTMENT

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MICHAEL J. MCDUGALL, PERSONNEL DIRECTOR
AJITA PATEL, DEPUTY DIRECTOR

MEMORANDUM

DATE: April 7, 2009
TO: Civil Service Commission
FROM: Ajita Patel, Deputy Director of Personnel 
RE: Changes to the One Year Probationary List

We are recommending that the Civil Service Rules, Section VI (E), Length of Probationary Period, be amended to include title changes and the removal of obsolete classifications.

In addition to the above action, we are also recommending that the Civil Service Rules, Section VI (E), Length of Probationary Period, be amended to include Welfare Fraud Investigator I/II.

These classifications are affected by a change in Penal Code 832.35, which adds the requirements of attending and completing a Specialized Investigator's Basic Course approved by the California Commission on Peace Officer Standards and Training, within one year of being hired in the classification. The Specialized Investigator's Basic Course is approximately 722 hours of training while the 6 month probationary period is 1040 hours. The Welfare Fraud Investigator I is an entry level position and the one-year probationary period gives the incumbent time to complete the classes and additional time to demonstrate basic proficiency and aptitude. The Welfare Fraud Investigator II is the journey level and is required to carry a full range of caseloads. A one-year probationary period is necessary for an incumbent to fully gain independence in the proficiency involving welfare fraud and violations of the Public Assistance laws and regulations.

The Service Employees' International Union, which represents these classifications, was notified on March 23, and the Union does not object to these changes.

Attachment

Cc: Cecilia Espinola, Director, Human Services Department