

MEASURE A - NOTIFICATION PERIOD OF CIVIL SERVICE EXAMS

THE QUESTION

Shall Section 36(b) of the Charter of Alameda County be amended to change the notification period of each civil service examination from not less than 25 days to not less than 14 calendar days?



THE SITUATION

Alameda County follows a multi-step process to recruit applicants for classified civil service positions. The Charter, Section 36, governs the process.

The first step of that process is to provide at least 25 days' notice that a civil service examination will be held. The civil service examination process includes an evaluation of applications and assessment of applicants' background and qualifications. Depending on whether recruitment is for a specific position or a broader search for a pool of qualified applications, the examination may result in applicants being placed on a list of candidates for a specific position or on a list of candidates qualified for a certain class of positions. The latter list is maintained for a year.

REASONS TO SUPPORT

- Alameda County needs to modernize its hiring practices in order to stay competitive in the Bay Area job market.
- The current 25 day requirement leads to the loss of potential candidates to other jurisdictions.
- Shortening the notification period would bring Alameda County's processes more in line with contemporary recruitment methods, including the use of computerized job recruitment.



A YES VOTE MEANS

the County would have the authorization to reduce the minimum number of days for providing notice of an upcoming civil service examination from 25 to 14 days.

THE PROPOSAL

Measure A proposes to reduce the minimum notice time for any upcoming civil service examination to 14 days.

The proposal affects only the timing for publicizing an upcoming examination. The actual evaluations of candidates qualifications and other parts of the examination process would not change.

FISCAL EFFECT

None, no fiscal effect.



REASONS TO OPPOSE

- A shorter posting period favors those who already work for the County and are better positioned to learn of an upcoming examination sooner.
- Shorter notice times for civil service examinations may work against the County's efforts to recruit from a broad range of outside candidates and to diversify its workforce.
- Rather than changing details like the posting time for civil service examinations, the County should address the problems identified in the 2015 Grand Jury report by implementing rules against interference by elected officials with the administrative staff.



A NO VOTE MEANS

the County would retain the current 25 day requirement for notice of an upcoming civil service examination.