Operations Cluster Meeting-20260225_135800-Meeting Transcript

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37m 12s

Thomas Luscombe started transcription

Operations Cluster 2:01

All good.
Yeah, you're good.
Alright, everyone, welcome to ox Custard.
It's 2:00. Let's begin.
Thomas, would you please do introductions?
Yeah, do Members from SD one. Tammy, Mona Francis with supervisors office. Aaron Lopez first, district SD2 Kurt Shelton here.
I think maybe diesel will be joining us shortly.
OK, SD 3, John Leonard with SD3. Thank you, John and SD4 Grand Challenge 4.
USS 5 is on her way.
Is this the SEC, folks?
It is OK.
We are on item number two information items.
We have none, so we will go straight to item 3A.
This is the motion by the 2nd and the 3rd season revenue options throughout through the strategic use of county assets.
Caroline, the floor is yours.
Great. Just in time.
Did anyone need a print out of the PowerPoint presentation or the motion I'll take?
Yeah, sure.
Anybody else want?
Thanks. OK.
Hi everyone.
Carolyn Cherosis second district.
Correct. Thank you, Madam Chair and members of the operations cluster. We are here today to discuss a new generation opportunities for the county of LA.
We understand that we are not the host city for the Olympic and Paralympic Games,

but in case folks are not aware, there is a working group of deputies related to major events and we've had pretty substantive conversations over the last year.
Just about how to maximize our county assets.
To make sure that there were fully showcasing everything that we have to offer and also generating revenue for the county.
So if we could go to the next slide, that would be great.
So it has occurred to us, you know, that this is really important because other countries, excuse me, other localities in the county are being very proactive about marketing their assets to countries teams.
Practice facilities broadcasting different.
For broadcasters etcetera. Umm and we, we know that there is a very limited period of time in which we have to actually secure some of those contracts, umm potentially market our assets and make some revenue for the county.
We also have really great cultural assets.
We've been working with our CEO Asset Management to catalog those and actually in a motion in 2024 by the 3rd district.
And I've been working with Rachel Fox.
The third district actually asked as part of ADA for.
To prepare that inventory of assets that we could use.
So we're really asking for that here, but we're we're asking for it to ensure that we're moving forward a little bit more aggressively to secure some of these hospitality houses, the diplomatic hubs, the training facilities, the broadcast stations. I think you might have heard and it's in the.
Motion Long Beach has secured a couple of country houses already Denmark and Ireland.
City of Culver Cities secured New Zealand.
You know we have.
We have our parks, we have.
The National History Museum I I could.
I mean, I know each district has great shining stars that they could they could promote and and quite frankly, we're not doing it.
So we're really asking in this motion and sorry I I was going forward, but you go to the next slide along the next slide.
So this was the line now which I just covered.
In the first directive of this motion, just to get down to graphs text we're asking for.

Report back with a comprehensive inventory and accounting of all of our hospitality houses.
Excuse me. All of our assets that could be used for hospitality houses, brand activation practice or training facilities and then within 30 days we're actually asking the CEO to identify high priority subset of our county assets that would be most suitable for immediate marketing to these countries and.
Other folks who are looking for facilities right now.
The reason for the short term Rep turn around time is that we know we are competing with other jurisdictions who are already marketing their assets and we want to really get out in front of that.
We know that we're currently talking with folks from FIFA due to the World Cup coming in, and so the access that we have for that is the perfect time to start talking about big games.
Additionally, in the third directive, we are asking for the executive offices chief of Protocol, in coordination with acting CEO to actually outreach to our consular corps. And and next month, we will be having a convening with all the cities in the consular court here at the county to actually discuss some of our assets. And so we want to get a head start on that as soon as we complete the asset inventory, which C. Asset management will be working on.
I'm sorry. I want to thank you. You're keeping up.
We appreciate you.
As soon as we actually complete that inventory, we're asking that we, we have the Chief of Protocol take that out and start marketing that inventory and just.
Before we get into the discussion about how are you gonna pay for this, I don't know if anyone from CEOs there.
But maybe they're on the line.
Mr. Cook has graciously offered to use his badge of brokers to put together that inventory.
So that is within existing resources that we will be using. And then finally we're asking the 4th Directive in the next slide that we actually return to the board with a strategic implementation plan.
Including a coordinated marketing and engagement strategy and for that directive, we'll be asking CEO and Chief of Protocol to work with CEO, who has already been part of these discussions with the major events departments in terms of how to use our assets and contract, monetize and provide commun.

Benefits. We also wanna actually put forward some goals around revenue targets and then some targets in terms of interested parties that we could approach so.
We'll be asking them to come back with a strategic implementation.
And plan in a timeline that would be aligned with some of the key milestones related to the Olympic and Paralympic Games. So.
At its core, this motion is simply an opportunity for us to, in an austere budget time, monetize our existing assets and also showcase the jewel that is LA County.
To the rest of the world by engaging in some of these really strategic partnerships.
So with that being said, if you have any questions, I'm happy to answer them.
Thanks Kam.
Anybody have any questions?
Do any of the deputies online have any questions?
Alright. And I don't have either.
We're very excited about the work that's going into all this. So thank you very much.
Thank you.
And that's going to be for the March 17th Agenda.
Yes, very good.
Thank you.
All right. We are now on item number 4.
We will start with item number 8, TC.
Please come up.
This is delegated of authority to invest in an annual adoption of the TTC investment policy.
Hello. Good afternoon.
My name's Coya Walker, operations chief within our internal controls branch, one of the newest members of the treasurer and Tax Collector's Office. I work with Dania Johnson.
Open reply and I'm here to present the item before you.
I'm joined with Matt Gonzales, operations chief over cash management and Tony Mason, investment officer. This is the Treasurer's annual letter to the board requesting the board to delegate authority to the Treasurer to invest on his behalf and adopt the Treasurer's investment policy. As you may know.
We are the treasurer from the county and various local entities.
Including local school districts.
The Superior Court of the Sanitation District.

Collectively, these funds are known as the county Treasury and our role as Treasurer. We are responsible for the banking investment and accountability of these public funds.
As such, we invested Treasury's excess cash daily with our primary objectives being the safety of principal liquidity and achieving a return to assist us in managing cash flows in emerging situations, we diversify our investments to allow for enough liquidity to cover six months. Our cash management team.
Continues to review and monitor the county's cash liquidity and work with the CEO, auditor, controller and other county departments to track state and federal legislation.
And also other matters that could potentially affect the county's cash flow, incorporating input as necessary.
When preparing the investment policy each year, we do two things.
1st we work with state Treasurer's office to determine if there are any legislative changes that we need to consider. And 2nd, we look at the current investing environment to see if there are any changes we need to make to better meet our primary objectives this year after.
Completing our review, we recommend increasing maximum maturity for prime quality commercial paper.
From 270 to up to 200 and 397 days to reflect changes made in government code, the letter also includes our standard updates to intermediate, medium, long term and long term investment limits, as well as statistics to related to the Tre.
'S environmental, social and corporate governance approach, also known as ESG.
As you may recall, beginning in 2021, we incorporated ESG scores into our process for determining.
But determining investment limits for issuers, specifically, we reduce the investment limit for an individual issuer if their sustainability's ESG score is weaker than the median for their industry. During this past year.
Our practice has not impacted the Treasury's Treasury's return on investments.
The number and percentage of our approved issuers with ESG scores has increased.
However, the purchase volume from issuers with ESG scores has slightly decreased.
We have continued with this approach and have no further changes at this time to welcome any questions you guys may have.
Thank you.
Does anybody have any questions?

I I can you go over that a little bit more about why the the percentage has changed even though the scores have.
Slightly decreased.
Can you explain that a little bit?
So the the the percent, the number of percentage of approved issuers.
So that means that we could potentially purchase for more, but our investment strategy has not changed.
That's why there's been like a purchase, a decrease in the amount that we purchase our investment.
Officer Tony can explain a little bit more about why we had that purchase.
Yeah, specific to the ESG. Mm-hmm. The biggest part of the change comes from the fact that in the effort to.
To strengthen up the portfolio, you get it as strong as possible.
We decided that anything over a year, anything beyond like nine months to a year, it would be have to be a treasury or a treasury or agency of the government.
And that because the on a daily basis, the offerings on treasuries and agencies are plentiful, we can find multiple maturity dates, everything we're looking for to fill out a cash flow. We decided to do both securities in treasuries agencies, anything that has the backing of the government and.
Actually what has done is made our portfolio much stronger because.
The liquidity standpoint which we've been building on liquidity.
If we ever have to raise cash, everybody buys agency. Everybody buys treasures. Not everybody buys a commercial paper that we would probably buy.
So a lot of times commercial paper is not being offered on a daily basis with the various maturity dates that we can find.
So it made it a lot simpler for us to go and buy bulk from the primary dealers of agencies and treasuries, which is a really big deal.
And we have no problems with those because.
It's kind of like Ron Paul. You said it and forget it.
You might.
And it's just there and you and it's very liquid.
I'm not sure if I asked my question right, but is this specific to the the ESG change there was a I'm trying to explain why the ESG numbers have gone down, OK, because there's other options that were minds up for us. OK, that's right.
Ideally, we would like to see that number continue to increase.

You know, it's very important to the county.
You know what? A lot.
A lot depends on what's being offered by the by the issuers and what's being offered by the bocadillo community, because that's our connection. Every morning we look at all.
Whole slew of of tracing investors. We can buy a lot of.
Commercial paper. Sometimes commercial paper issues are not willing to participate in the market.
They can't make enough spreads so they pull back.
So what do we do?
We got a big surplus to get rid of on a daily basis.
Where can we find stuff?
Primary dealers, treasuries agencies get our job done. That's what our job is.
That's why.
That's why the numbers are down.
Thank you.
I just want to put in numbers here, though that it's still priority for the county.
So that we're clear about that. But OK, thank you.
Seeing no other questions.
All right. The departments welcome to file for the March 17th Board agenda.
Thank you very much.
Thank you.
All right. We are now on item 4B.
This is Co classification.
Please come up.
This is the county wide classification compensation actions and the floor is yours.
Thank you, Jennifer Rosales.
Constitution consultation CEO.
Classification compensation submits a letter on periodic basis to implement recommended actions in a timely manner.
Approval will provide the ordinance authority for county departments to implement the classification and compensation changes in this letter on behalf of CEO classification compensation. I'm presenting a summary of the actions listed in the board letter.
The board letter includes the following. Add 2 new employee classifications for the

Department of Mental Health and Probation.
Change the title.
3 represented classifications and one non represented classification.
Change the salary range of nine non represented classifications.
Delete four non represented classifications.
Reclassify 40 positions in DMH following the Financial Services Bureau, phase two Accounting division and Office medical director of Reorganization Studies.
Reclassified 5 positions in probation following a procurement services reorganization study.
Reclassify 148 positions in the Department of Agricultural Commissioner Weights and Measures Animal Care and Control, Assessor Chief executive Office, Child support services, children and Family Services, consumer business affairs, District Attorney, Economic Opportunity, Fire, health services, human resources, internal Services, Alley County Library medical exam.
Mental health, Parks and Recreation, public health, public social services, public works and sheriff extend negotiated bonuses to certain non represented employees in the Sheriff's Department.
Adjust the staffing provision to reflect the addition of nine positions.
At Lacera, if there are any questions there, our Department of Representatives and classification compliments. Thank you.
Does anyone have any questions? I have a question about the probation item that's being added.
Is there already an individual placed against the new item or I would have to verify that and get back to you OK?
And yes, do you have any last question for me?
Thanks. So our office is interested in the department head increases, OK, and I understand what's additional input you back on timeline. We know that there's other department heads that have also.
Raised concerns about their size levels. Mm-hmm. And I'll wait to get that. That information on that timeline.
So actually I have compensation analysts here that may be able to provide responses to your questions.
OK, if they don't have that information available, they may be able.
So yes, it's really just a process question.
How are we handling other other departments that raise similar compression and

things at the executive level?
How do we how do we?
How do we process wise, including those given that we're looking at two of them?
Right now.
Aaron Palacios, also classmate and compensation.
Yeah, we've been in contact and we are looking at that and with our normal process of board letters that have come through every month or so, you probably will be having some future increases for other department heads as we continue to evaluate all departments and kind of AL.
Them you know what's best. So you know we don't have a permanent answer exactly when that's gonna be, but it probably will be sometime.
So we're seeing these two right now because these are the first two that have been completed the process and they're ready to move forward with exactly. But the other ones are still in process, yeah, definitely.
And it's not just ones that we're looking at.
CE OS looking at all department across all the departments.
Yeah, not just specific ones.
Yeah. It's part of our goal process.
You know, we're constantly evaluating class, not just map, but across the entire county. But yet we've had a more focus on these positions.
So yes, there there will be other departments you know.
Probably in the future, yeah.
OK.
Appreciate that. Thank you.
And then again, that's in both of how it works.
So when you when you change a department head range, that doesn't actually impact their salary, is that correct though?
It'd be be the next incumbent. That would be, yeah, mostly. Positions are what we call on an open range, but there's not like a defined step.
So it's really just the salary range that can be posted when there's a recruitment, but in a salary could fall anywhere within that range.
So if the actual incumbent doesn't see any change, just the value of that job will change.
You know when it's, you know, recruited next time around. So for the director and chief deputy, this is going, this is a forward-looking thing to help us in the future.

Doesn't doesn't provide any.
Immediate impact to the income now. Yeah, for the that next level down for the S series employees.
Mm-hmm. They would would let me ask question, would they see an immediate change if their range is changed on their item?
Yeah. And anytime you change the range in which there is a define step, you typically the company would fall on the closest step in the new range, you know, to their current salary. That doesn't provide a decrease. So there's no harm to the employee. As they don't just jump in from 8 on one to 8:00 on the other, they'll go to the next closest one on new range.
Hmm, OK.
But there would be no one to get pushed.
You and the other push backwards is always. It'd stay the same or push forwards.
Yeah. OK.
Alright, I appreciate that.
Thanks for not answering those questions. No problem. Thanks.
All right.
Yeah.

KK **Kouassi, Koffi** 20:36
Coffee. I'm sorry, I necessarily.
Drink was asking about the process.
What is the process?
Is it was it?
Is it a systemic process countrywide where you're you're thinking, hey, you know, for those department heads, we're gonna do a systemic analysis and, you know, based on whichever criteria that come out of your analysis, then you determine that the timeline for each department heads, let's say, proposed incre.
Will be ABCD or is it that?
Departments just come to you on an ad hoc basis, and then you do the analysis like is it systemic or is it on a first, you know, come first serve basis like what is the process?

OC **Operations Cluster** 21:19
Yeah, I would say it's both. You know, I mean, just as part of our normal process, you

know, we like to evaluate once a year at least you know where all of our department heads kind of how they are positioned in the marketplace. Just so we can always.
Be prepared in case one decides to the accounting service and we need to recruit a new one.
But also you know, departments are on the front lines and as they have recruitment issues or retention problems, you know they often.
And that'll bring that to our attention.
And this is not just at the manager level at all levels and will, you know, research and evaluate to address positions or problems as as they occur or as they're brought to us as well.
And one departments role and have growth and they need to attract and retain that executive management. We look at that. But we also look at the other departments that are closely aligned and so trying not to keep it in focussed on the one department that may be asking.
We.
We look at other ones that are similar in nature and we have to adjust those.
We'll try and do it at the same time.
Company, do you have any other questions?

KK **Kouassi, Koffi** 22:34
Thank you.

OC **Operations Cluster** 22:36
OK.
Thank you.
Alright, hearing no other questions, the chairman is welcome to call for the.
Is the CEO's hand.
That's up part of the presentation.

MR **Myrian Rangel** 22:50
Hi, that's correct.
This is Marian rangao.
I'm CEO of class comp analyst, assigned to the probation department. And you I believe you had a question right regarding whether there is a body holding

opposition or sitting against a position for the internal affairs manager.
Is that correct?

Operations Cluster 23:10
Yes.

Myrian Rangel 23:12
So the probation department does not have any positions or any IA managers currently allocated to the department. So there is nobody holding a payroll title currently.

Operations Cluster 23:29
OK.
OK.
Thank you.

Myrian Rangel 23:32
Welcome.

Operations Cluster 23:34
All right, seeing none other questions or comments, welcome to file for the March 17th Board agenda.
Thank you very much.
Thank you.
All right. We're on item number 4, CISD, please come up.
This is to accept a grant from the Southern California Edison for the east LA Civic Center.
And the Willbook Senior Center.
Mend the floor is yours.
Thank you.
Hi Min Lee with ISC.
I'm here to present an item.
To accept about $13.8 million from Southern California Edison to implement a micro grid incentive program grant to deploy a micro grid at the East LA Civic Center and also to accept separately a $250,000 rebate. Grants from the Clean Power Alliance

for.
The installation of heat pumps at the Willowbrook Senior Center.
This the 1st so these are two separate items.
We group them together because it's really accepting two different grants.
The first is for a project that we submitted a grant application for. I believe back in December of 2024. It was approved by Southern California Edison.
And ultimately was approved by the California Public Utilities Commission and we went to the board to ask for permission to accept this grant.
And the second is for. As I mentioned, installing heat pumps at the World Book Senior Center on top of other grant funding that we obtained from the federal government.
To install other energy efficiency upgrades at that facility.
And so there's a number of things that we've our team has completed that facility.
The heat pump is actually already convenient.
The I want to note that the first project at the East LA Civic Center includes solar as well as.
Energy storage to provide resiliency to that facility.
One of the requirements for the grants application was to.
Support that campus critical loads at the campus for 24 hours, and so that does require certainly a good amount of solar, which we're gonna be installing with carports as well as roof mounted solar over the.
Comprehensive Health Center as well.
As the library there at that campus and the parking lot, that is basically right in front of the courts and then there will be some energy storage as well.
Any questions about the projects? Does anybody have any questions?
I just have a oh. Carolyn. Do you want to go first?
I just wanted to know 100% grant funding.
Yes, yes. I just wanted to make a note that on the fact sheet on the front page, it says Sports District, but.
Willowbrook City centers in the 2nd district.
Apologies, we'll we'll correct that. Thank you.
It's in the board letter too.
I have several comments. As you know, through all the discussions with regional planning departments planning the county is best. Ordinance and policy has not yet been issued.

We have several concerns with this.
Especially when it will, the Community will come out and be very upset that there hasn't been any explanation yet. As of right now on what the project is and what are some of the environmental impacts or concerns that could be.
For the residents in that area, I appreciate always that ISD goes out and successfully gets all these grants.
It's not an easy process and and I always appreciate that you guys go and get outside money, especially right now.
I mean, we're the budget deputy, so for sure, you know, I always appreciate that.
The issue though is that when it comes to best, there's very little information or education of the to the public about what it is, and our office has serious concerns about this.
But I would just wanted to ask.
What is the education process for our residents in this? In this proposal, like when would it be?
What is the timeline for this to actually come up and and maybe what we can expect?
Yeah. So this is the first step. We have done a preliminary analysis and mainly for simply electrical loads in which circuits required in order to provide the emergency support.
You know for that facility we have not done a real engineering.
Design, by any stretch of imagination yet.
And so like I said, this is the first of many steps.
We will certainly be evaluating different technologies that will be deployed there and engaged with the Community on the various design elements it will cover.
You know there will be a carport for sure.
So that's gonna be the most visible portion of the system. You know, the solar on top of the roofs, you know, that really is invisible.
By the public.
You know, after visiting the Civic Center complex area at all, I do want to note that you know, the battery that we're looking to install, there will be on the order of one to two megawatts across California.
There is 17,000 megawatts of batteries already deployed. OK, so there is a this is a very, very small, you know, system relative to what is deployed out there.
It is important.
To deploy more energy storage across California.

In order to avoid the situations that we saw, you know, a number of years ago when we had an extreme heat storm that stressed the grid and and put the state at risk of rolling blackouts. Since then, the state has deployed quite a bit of batteries and obvious.
You know, there has been one certainly very concerning, you know, fire situation at Moss Landing and that is obviously a concern.
I'm certainly in communication with the state on those issues.
And you know, so, so and obviously our fire department are involved as well.
So you know, we are aware of the concerns.
You know this is, but this is the really the first step to allow us to move forward in further planning.
Construction is not likely to start for several years from now.
How does this work if the county hasn't established a policy yet on the best on best uses?
I I do note that the county has deployed better energy resources.
For decades, you know, in in smaller capacities there are energy storage systems out there at different facilities.
You know to to different scales and so it is, you know, the fact that there isn't a policy there hasn't happened, OK. And then will the Department of Eir and Community outreach, certainly on community outreach, we will be able to do that.
I do not know about the EIR Scott mansion.
My team, he's online.
Scott, are you able to answer that question?

SM **Scott Manchan** 30:42
I'm sorry, I can barely hear what was the question.

OC **Operations Cluster** 30:46
The question is, are we doing EIR?

SM **Scott Manchan** 30:51
Uh, DIR. With regard to registering the project or developing the outreach, we will definitely be outreaching to the Community as as men stated.
Initially we applied for this.
And then the next step is gonna be to to, to partner with Edison on actual study to

see the area and the area needs that. This is a a community size project here that's gonna be island.
So it's gonna be.
Benefit those facilities and possibly some homes in the area as well.

Operations Cluster 31:28
Do you know how many homes?

Scott Manchan 31:30
At this time, no. Like like like Min said, it's still preliminary.

Operations Cluster 31:37
OK.
If we were to ask to hold this and not move this forward at this time for the March 17th Agenda, just for the EASTLA project, not the will of the project, what would be the consequence?
There would. I mean, if we're holding it for let's say, a few weeks to a month, I I don't think there will be a significant ramification if there is a longer delay.
We may.
Have to inform the grant agency that we won't move forward because we're locking funding that could be allocated to other projects. That is the big concern, OK.
And and I want to reiterate that you know, because I remember listening in on another board meeting, I think it was a battery or it was a private project up in Antelope Valley that was solar and battery. And I think the developer.
Ultimately agreed to remove the battery storage from that project in order for the the project to move forward.
We cannot do that here, OK?
This is a micro grid incentive program grant. It must have energy storage component and it must have an energy storage component, that is, that enables the facilities to operate RESILIANTLY for 24 hours.
And so that's it's a reasonable size.
System we can certainly scale it down and you know have fewer electric loads.
But it must have an energy source.
OK, is.
Our office will probably want to have more discussion on this and I don't hold it up

here.
Would the department be able to, like, bifurcate this and move forward with? I don't want to hook the Willowbrook.
But we have concerns about the the use of AAP's.
Is there any issue with the Willowbrook? Well the Willowbrook is done.
I mean, we've already made the investment.
This is accepting a rebate check, so we can certainly do that.
Yeah. OK. So it wouldn't affect any of the operations or anything for the, the Willowbrook project if we were to hold this for a more discussion on the eastlaips, yes.
OK. Our office will get back to you on this, but at this time, I would ask the department to not file for the March 17th board voter yet.
OK, the Board agenda yet?
Well, can we?
Can we file a truncated like basically half the?
For the Willowbrook? Yeah. The Willow. Yes. OK. OK.
But we'll have more discussions on the EC, certainly, OK. Does anybody have any issues with that?
OK.
Thank you. Thank you very much.
All right, we are item number.
D ISD.
Please come up.
This is for the Oak Mountain microwave station.
Hi, I'm Adrian, I'm section manager for.
ISB and this particular project is part of our Radi Emergency radio communications. We have several towers across the county that operate radio services for the D OS, the emergency operations, and for this project we would be replacing the existing fuel tank at the old Mountain Microwave station.
And then Chatsworth, the facility serves as a critical component of the county Communication network, providing emergency power via a fuel tank that has reached the end of its service life.
This placement is necessary to ensure continued reliability of the emergency power systems, particularly in the wildfire regions. Replacing the existing 1000 gallon above ground tank, including removal and replacement of the containment firm and pad

and associated electrical control components. The worst also includes ensuring proper access to.
The remote site of the southern within the Southern California Gas Company Aliso Canyon facility.
These this is the first of possibly more than a dozen fuel tank replacement projects.
The fuel tanks are anywhere from 25 to 34 years old at this point and they fuel their backup fuel to generators.
In case to continue service for the remote radio towers.
Thank you.
Does anybody have any questions?
All right. I have no questions either.
The department is welcome to follow for the March 17th Board agenda.
Thank you very much.
All right. We are on item number E4E DHR.
Please come up.
This is the approval of the Minutes Civil Service rules. The floor is yours.
Good afternoon, everyone.
I'm Lisa Guerrero, director of personnel, and along with me I have doctor Johan, Elaine and also David Morphe. I'll say these 3 words because I know you're all thinking about it.
Civil service reform.
And so I know it's been the cry of our departments, a cry of our department heads and quite frankly, the cry of our own department.
And so this action here.
To advance civil service reform in the county of Los Angeles, we are pleased to bring for significant changes to the civil service rules.
These are the largest change.
This is the largest change of the Civil service rule in probably 40 years.
We did change civil Service Rule 9 regarding leaves and that was in regard to a lawsuit.
However, this is 5 rules that we're seeking to change.
Here today.
So.
We have been working on this project. I'm sure at least two years and maybe even longer to bring changes of the civil service rules to to the board. And I can say this is

probably my third time and third time is a charm.
So and what's different now we have a different board. We have different leaders within our departments and.
It's what I love about this board.
Is that they're fearless.
And so now we are here to change the rules so.
This is rule 67810 and 11 collectively govern the county's hiring, recruitment and selection processes.
We have broken up the changes in the civil service rules into two parts.
The first is hiring because that is first and foremost what we have been working on.
And what the board expects of us to bring the best and brightest candidates into the county in a shortened time frame.
So the next time we'll you'll be seeing us in a while because we're working on the second-half of the changes. I can tell you that we have negotiated with the unions is another reason why the time to get here has been protracted.
But we have negotiated with the unions and have reached agreement.
Hence, we are here right now.
So that CCU and SEIU and I want to give CEO, uh and our team, you and your board offices.
Kudos for assisting us along that process.
So at the board's direction and really with its support, we made significant strides to really make improvements in the hiring process.
We even changed our technology. We've been working with departments and individuals to identify problem areas.
We procure consultants to help us review the entire hiring process from start to finish.
We've done all we can do.
By without changing the civil service rules.
And now here we are. The revisions to this rules are going to allow us to take the efforts like bilingual exams online, Proctor testing one day, hiring fairs that we just had earlier this week will allow us to move the civil service.
Reform effort forward.
So again, I want to say thank you to your offices. Thank you to the Chiefs of Staff and all that have been a part of this process.
And I will turn it over to Johan to go further into the five civil service rules that we are

seeking to change.
Thanks very much Lisa, Johann Yulin.
I'm chief hiring strategist and assistant director with DHR, as Lisa mentioned.
What I'd like to talk with you a little bit about today are the five rules that govern hiring and give you a quick overview of some of the most substantial changes to each of these rules.
So just as a reminder, the five rules are rules 6/7, 8:10 and 11:00.
Rule 6 is really around applications and applicants Rule 7.
So it kind of goes chronologically, right?
So 6 is about applications and applicants 7 is about competitive examinations. And of course you get competitive exams. You have to have non competitive exams.
So that's in Rule 8.
Rule 10 is about lists.
Those are hiring lists that are hiring managers would use and then Rule 11 is about appointments and certifications. So.
One sort of general.
Note about these rules is, as Lisa mentioned, they were promulgated many, many years ago. In fact, in 1979, as a result of that, I'll use the word woefully outdated.
And the only changes to them were made about 30 years ago.
So even those updates are really due for an overhaul.
So we really took this opportunity to try to better align.
Not just the rules with modern society, but also with modern testing practices that are really bypassed. These rules on what these rules were meant for. So for example, one of the rules currently that we have on the books is requires us to communicate with candidates via US post.
Service now.
Never mind that candidates tell us that that is not how they prefer to communicate with us.
Never mind that they submit their applications online.
There are still certain aspects that require us to use the US Postal Service. Another rule requires us to post jobs to a physical bulletin board, and in fact, the the rules specifies that the room in this building where those jobs are supposed to be posted.
So this is.
Just some of the examples of really, really outdated rules.
We've also removed some gendered language that might have been acceptable, say

in the 70s.
But would no longer be deemed accept acceptable.
Today.
As well as rules that govern accommodations or fair chance, which is not a thing back several decades ago.
We're also moving towards trying to make the rules more accessible to the general public and to the folks who are applying to our various recruitments.
We're trying to use plain language more, and in fact there is a an accompanying document that we will publish along with the official version of the rule.
That is intended to make the rules much more accessible to the general public.
Anyone who's interested in our hiring process, or someone who might be have questions about our process, they'd be able to consult this plain language version of our rules to get a much easier, better understanding of how the rules operate in everyday language.
So those are some of the sort of general changes, but beyond that we have made key substantial changes.
To each of these 5 rules, and that's what I'd like to talk with you about specifically.
So we'll take them rule by rule.
So we'll start with Rule 6, which is really about applications and applicants.
Specifically how applications can be submitted to the county, who might qualify for different exams that they might sit for and under, on what basis a department might.
Might reject an applicant.
One of the big changes that we've made to this role is really to try to expand the opportunities that are available to certain certain types of employee populations.
So for example.
For temp employees and recurrent employees.
They are now going to be eligible for promotional exams.
The current rule only allows them to apply.
For positions that are lower than the temp version of the job that they have now, or the same job that they have now.
With the rule change that these are folks who have worked for us, possibly for years.
So with the rule change, they will actually be able to apply for true promotional positions where they're able to move ahead with their career at the county.
Also, we changed the the way in which someone can be considered for a departmental promotional employee. So in in departmental promotional

recruitments, what might happen currently is you might apply for for a promotion within your own department, you transfer out of your department.
So now you're with a new department in that departmental promotional recruitment, you would no longer be eligible for promotion in your prior department.
Which robs that department of that knowledge that that person had in that department, right?
So the idea would be that for a limited period of time for 60 days they would continue to be eligible for promotion in their original department, which I think is a common sense change that is being applied in Rule 6IN Rule 7, which governs competitive examinations.
This really establishes the types and methods.
Of testing that departments can use to assess job candidates.
The idea here is.
In this rule in particular, there are a lot of inefficiencies based on the timing of when this rule was promulgated back in the 70s.
So it really only contemplated paper tests. Mass testing in person.
Both of which are things that we no longer even do, or what we will do it, but it does not constitute.
To the majority of our testing.
So one thing that we've done is condense the job posting and filing periods for for our recruitments.
What that means is our our applicants, particularly those that are coming from the outside, have the expectation that if if there's a job posting, you want to be able to flip to it and get to the application, right, makes absolute and perfect sense. It's what all of our.
Competitors do.
And it's what the vast majority of public jurisdictions do.
Our rules require that there be an advanced posting period, and in fact for promotional exams. Our current rule specifies 10 days of advanced posting prior to the exam.
Now we do have a workaround for that, but the bottom line is that with this change, people will be able to, as soon as we post something, people will be able to apply.
To that job, as you might imagine, for a lot of applicants, it can be.
Frustrating for them to see a job posting only to not be able to apply to it right?
So I believe this is another common sense type of change. We've also removed the

requirements of the appraisal and promotability and I don't know how familiar you are with that test type, but it is a test type that is required currently by our rules.
It is.
Is highly subjective in nature.
It is very time consuming.
It is very subject to challenge.
Those challenges are often upheld, meaning they're expensive for departments and because they're highly subjective.
They also are subject to some manipulation.
We have long advocated against use of the appraisal promote ability for the various reasons and have given departments an opportunity to use other test parts.
And the director personnel Lisa has has authorized the use of another test part in order to replace the AP.
But this is now.
We've taken this to codify the use of their appraisal and promotability as an optional test part.
It is no longer required as part of our revised civil service rules.
Finally, in Rule 7, we've expanded candidates ability.
To file appeals to the final exam result currently.
Folks have 10 days to appeal their exam results.
We hear time and again that that is often not enough time for candidates to study that.
That's for and be able to put together an appeal.
So we are now giving them 15 days to to appeal score result.
On Rule 8, which governs non competitive exams, these are recruitments that are conducted outside our normal competitive examination process.
Currently this is a very restricted category.
You don't see many non competitive exams in the county.
It's really largely limited to those situations when you have more vacancies.
Than you do applicants.
So you might imagine a situation like that where you have tons of vacancies.
Very few applicants.
Well, what's the point of running an exam at that point?
Right. So and non competitive exams allows you to bypass the exam in those situations?

We've now expanded this rule to include several other types of situations. One is where.
An exam testing the components of an exam might not be practical.
Or easily testable.
An example of this that is timely right at the moment is if we were to hire someone.
For artificial intelligence, for example.
We may or may not have the bandwidth or the expertise in house to be able to put together an exam that assesses skills and artificial intelligence.
Or we may not have bandwidth in the county to be able to do that and as a result of that, this it might.
Qualify for for a non competitive now I I would expect that to change of course as as we get more and more experience in those in those kinds of fields. But that's one example of how a non competitive exam might be used.
Also, importantly, entry level temporary jobs such as those for our pipeline programs will now be available to use Civil Service Rule 8 and have non competitive exams.
This will make entry into some of our pipeline programs much more efficient and easier.
So think about for example we have template which is a program that your board has authorized to put in place a temporary assistance program for departments to use in lieu of using a temporary Services Agency or our Veterans internship program, for example.
These are programs that are intended to get people into long term careers at the county.
We will facilitate that by using non competitive exams to get folks into some of those programs.
Rule 10 covers eligible lists, which is really how a department might handle the list of folks who have successfully passed the Civil Service exam and are now on a list.
One of the changes to this rule governs the duration of those lists. The default duration and the current lists is one year.
But.
Often or let me back up for departments to consider the same list of candidates for a year might be very onerous, especially for certain fields.
So if you think about it, for example, it's just really not very practical for a department to be considering the same set of skills, the same set of applicants.
For an entire year, jobs quickly come and go.

And that industry, so it's important that those lists.
Stay fresh as a result of that, departments have options to to make that list of a different duration than one year.
We've also clarified that hiring departments are able to select candidates based on their willingness to work under different circumstances. Different shifts, for example, or different locations.
So for example, you might have a shift that's less desirable to a lot of folks, like on weekends or.
Knights, for example, or if you have a a location that's difficult to recruit for, that's less desirable to a lot of candidates.
We've made it easier.
We've we've clarified the option for departments to be able to more quickly reach those candidates who are willing to work under those circumstances.
Finally, we have Rule 11 which really governs certification and appointment, which includes things like banding and how how hiring managers may be able to select people off of these hiring lists.
I would argue that this is some of our most momentous changes. They're really critical for departments to be able to quickly reach who they need to reach and fill critical vacancies.
I would say that these are some dramatic changes.
I think they're going to require.
A little bit of a change in the mindset of of our candidates on our departments who have been used to banding that has existed in the same way for the last 40 years.
So this is going to be quite quite a large set of changes for for our candidates and our departments.
So the biggest change here, I would argue, is this banding change.
Currently we have 5 score bans.
Plus, a veterans band that's going down to three bands.
We're collapsing.
In those bands, so that there will now be 3 bands plus a veteran's band.
There, on the one hand, there's sort of intuitive to remember.
It's it's almost like back in school, 90 to 100 is band 180 to 89 is band 270 to 79 is band 3.
So it's very similar to an academic system, but these are not arbitrary changes. These changes are rooted in evidence based research that our team conducted.

To determine where the cut points really ought to lie, as opposed to the current civil service rules, which as far as we can tell, those were made arbitrarily.
And when you think about our current rules.
Somehow a score of 94 is deemed as significantly different than a score of 95, because those fall in different bands.
Now what we've done is we've looked at various alternate banding scenarios.
As well as traditional banning scenarios to determine where those cuts ought to be.
And I'll just give you a quick example.
It's is 95 different than 100, no.
Well, then they all. Then they ought to be in the same band.
Is 94 different from 100?
Well, then they ought to be in the same band.
Is 88 different from 100?
Yes. Well, then they probably ought to be in different bands.
So that's hyper research that we did to arrive at at these different score bands of.
Fortuitously, we ended up with what are very intuitive breaks 9 to 180 to 89 and 70 to 79.
One of the other big changes that we wanted to highlight is what we call reachability, and that is the rules that govern under what conditions a hier manager can go into the next band we currently have.
What we call the rule of five, meaning a hiring manager must be able to consider always have 5 candidates from which to choose.
The department we will continue to use the current the current rule, which is the rule of five, meaning you're not able to move to the next band until you have fewer than five candidates in a particular band.
There are a few other changes also to Rule 11 that are of note.
One is that we are trying to increase transparency and the satisfaction of our job candidates with respect to how selective certification and appeals to selected certification is handled.
Finally, we're also decreasing the amount of time that a candidate has to respond to a department.
That is requesting an interview from someone.
So currently a department must wait five days and give an applicant 5 days to respond to a request to come in for an interview.
We're decreasing that to three days, which we believe sample time for an applicant

to get back to a department that is requesting.
Such an interview.
And it also allows the department to move on in the case that the the candidate is not interested or hasn't responded.
As you might imagine, it's frustrating for a department to have to sit and wait for five days for someone to respond before they can move to the next candidate.
This also extends time to hire for the department makes it a longer period before they can actually select someone.
So we believe that that is going to be a positive enhancement for department's ability to quickly fill vacancies.
So that's what I have for you with respect to the to an overall summary of some of the major changes at the board.
Does approve these rule updates?
They will go into effect before the end of this fiscal year. We do believe that these rules will remove unnecessary barriers to quickly staffing critical positions that we have throughout the county. We believe that it'll improve the hiring process both from a candidate standpoint as well as from.
A hiring standpoint.
And with that, I'm glad to take any questions. I also have.
David Morton here from who heads up our policy group who can answer some of the logistical questions that you might have.
Thank you.
Sure. Does anybody have any questions?
I do thank you for the great presentation and also recommended changes I sure fantastic.
I'm just curious for my own memory what precipitated the proposed changes.
Was it the emergency hiring under homelessness or what?
What kind of started it all rolling on the civil service reforms started this process. Like I say years ago.
And we actually had a consultant to assist us.
We talked to all of the departments. We went from the beginning of the recruitment process to the end of the hiring process and so it's here right now because this is the perfect time to do it because the board and the board offices I believe are are Amen.
To making the changes that prior boards have not been able to do so.
That's why we're here.

Is it started a while ago?
We've been in negotiate labor negotiations for over a year and a half and so This is why they're coming now.
It's not because we didn't try earlier or that we didn't see the need earlier.
We were doing as much as we could without changing the civil service rules, knowing that we were working in the background making that happen.
We were arguing Michelle over how long ago we actually started and we think 2018 or maybe roughly something like that.
I think it was cute actually.
Yeah. So it's been quite a while.
OK.
Thank you.
Do you have any questions?
I just just real quick.
Is it?
Do you feel like this is you're good to go after this or is this kind of the first sort of phase and you're looking at other things that you wanna maybe update or change in the future?
I'm sorry you did it. Kind of what you feel like.
I mean, obviously the priorities biggest things, but are there other things that you're looking at to maybe adjust to the future? We're looking at all of the civil service rules, but we're starting here because this is a part of hiring and that's always number one for the board.
The number one for us, the second part of the rules will be about performance management and development of employees etc.
So this is the first big taunt of the change. Thank you.
Some questions for Rule 7.
Are there any alternate assessment options that are being expanded like work samples or skill demos or anything like that, rather than the traditional testing methods?
I believe there is a catch up.
David can correct me if I'm wrong.
I believe there's a catch all at the end of that rule that allows for other methods. The seven Rule 7 has a whole laundry list of possible testing methods, but I believe there's also a catch all at the end. Yeah, absolutely.

There's a catch all and and as Johan mentioned in his presentation, what we wanted to make sure of is that for example, for promotional examinations, we don't have a requirement that a certain type.
Of testing process has to be done.
We wanted to have flexibility so that depending on what the exam, test for, etcetera, the departments can can test for, obviously in consultation with the HR.
OK, I have questions.
For the appraisal of Promotability, what are the other test parts of the department is considering?
Currently, we we have a blanket provision that allows the workstyles assessment to be used in lieu of the appraisal and promotability.
So departments now have a choice to either use this work styles assessment WSA or or the AP for promotional exams. If they'd like to use something else, for example, a training experience evaluation or something like that.
They're able to, they're able to do that with petition to us.
And we'll review that and approve it if it's appropriate.
The appraisal COMMODABILITY is specifically meant to assess character efficiency and tenure, I believe.
So.
We will look for those things to ensure that we're adhering to the spirit of the rule at the same time, there are many ways to assess those things beyond the AP that we believe are fairer, less likely to result in challenge and will will be in a less.
Biased way of handling candidates, but the PE the performance evaluation is still going to continue, right?
Performance evaluations are separate, so it's interesting because.
Because I I I think that the AP is sometimes viewed as a performance evaluation, they're really very distinct.
Processes with the AP really supposed to be used as a forward-looking instrument.
Like, what is someone's potential to succeed in the promotional opportunity versus a backwards look at someone's performance, but the PE will continue.
Yes, you got this. And then for the non competitive process.
I'm unclear what the measure would be.
Chairman, whether or not a candidate is eligible.
There are still minimum requirements, so that is. That's the ultimate piece to you.
You're still not going to be able to.

To qualify for an exam, if you don't meet or qualify for a recruitment, there's no exam in CSR 8.
But you wouldn't qualify for that position without meaning meeting the minimum requirements of the position.
Yeah. So that will carry on, OK.
And then my last question, I appreciate that you guys have been working with the unions.
I can imagine that it was not.
I mean, there's many pieces, right?
And did they raise any concerns?
I know they've all been addressed, but what type of concerns have they raised?
It was a long process, like Lisa had mentioned, their their primary concerns rested on just fairness, right? So for example, with the expanded appeals rights they were, they were happy with that.
They just wanted to make sure that some of our changes.
I would say CSR 11 in particular.
That changed from 5 bands to three bands.
We, we detailed you know how we came about it. As Johan mentioned, it was not arbitrary.
It wasn't like we just happened to work out that it was 708090, but it was rooted in data that we had and that we could show that.
The existing method of banning or grouping individuals was actually more arbitrary than what we have now.
We were able to show distinctions in.
The the the How how somebody would.
Likely perform in a in a job based in those different groupings.
So that was, I would say, one of the primary concerns that they had one of the, you know, earlier drafts for example, there was even for the reachability component right now, which we're proposing to change the rule of five to the rule of 10. There was also percent.
Attached to that that we negotiated out of. So we landed on the rule of 10 that was.
A compromise between our original position and.
And Labor's position, and so that that's another one of those examples.
So I would say a lot of it was about just making sure that.
These changes aren't just to help the the county, you know, expedite hiring, but to

make sure that their employees who are doing good work, especially in their departments, have that expanded access to promote. They really like, for example as well that these recurrent temporary employees who are doing.
The job they just happen to not be on permanent items.
That now.
They will be able to.
They'll be able to.
Apply for those permanent jobs, which makes sense and and we've heard some of these complaints for years and years and years, so.
I do have to say that the negotiation process.
Even though a lot of negotiations are extremely contentious, I I would not say that it was at all with either of those organizations.
It was very there is, you know, mutual respect.
They understood our positions, of course. They they pushed back in certain areas.
Be compromised. So it was a. It was a full negotiation, but it it all came from a place of just trying to do better. And that's where we landed on and we're very, very happy with that relationship and we continue to work with labor on all sorts of.
Other things.
And so it's been a.
It's been a good overall process.
Good. Thank you. And my last question is, as the county is going to start going into hiring plays and I know that here you have your eligibility list is gonna you know?
Be shorter in many cases, especially for things like IT.
That's quickly evolving, but for positions like in ASM1 or an ITC, you know those positions don't necessarily evolve that quickly.
Is the department considering making the list run longer actually because of the higher increase that we're going to start looking at now?
Well, for departmental recruitments, they'll have the discretion to do that.
Often times they don't have an incentive to rerun a recruitment.
It is a time and cost savings for them to continue to use a list over time.
So my guess is that they will continue to do that for for those recruitments that are less time sensitive.
So you know other recruitments that are not IT are not sensitive in other ways to quick churns of knowledge.
So beyond that, there's also provisions in the rules to extend lists if necessary, and

those provisions currently exist in our current.
Our rules, and they're not changing moving forward.
So if you have a list that's expiring yet, that list is still full of viable candidates that are still available. We might rather than extending resources to rerun a new recruitment, we might choose to extend it instead.
You know, one day we'll be out of this like budget crisis and the left and the fees will lift. And what it does, I would ask the DHR be prepared to run county wide.
Exams that would support all the county departments, because I'll be looking for, you know, their admin staff at the same time because you know that admin always gets cut first.
Yeah. So I would just put that out there.
Yeah. Coming out of COVID, it was kind of the same way.
It was just pent up demand so and the Great Recession too.
It was a long time that we weren't hiring admin, and then it was a flood.
We needed to go quickly, so the department would position itself to to support the other departments. When that time comes and hopefully it'll come before we know it.
Yup, we're sure.
Does anybody have any other questions?
Can I have one thing coming here?
So thank you.
I know this is a very long time in coming.
Thank you for working through all the our partners and stakeholders to get to this spot.
Really excited to see the cleanup.
Really excited to see this stuff. Look, thinking about how this space is outward and how it's public.
Feels when we encounter our systems.
Mm-hmm. Thank you for our terms. And the clean up.
That's correct.
There to help them, umm, looking forward to continuing the next the the continued steps to keep doing those things are really gonna help compress some of our timelines.
Umm, looking forward to those next steps and I continue working to be that, we'll keep doing to move those forward. But from from our office, from the department.

Thank you for the work that you've done to to move this forward.
And thank you for your help and I'm keeping it going so.
All right. If nobody has any other questions, all right.
And the department is welcome to file for the March 17th vote.
Agenda. Thank you.
Great. Thank you.
All right. That is all of item number 4.
We will go to item number 5.
Thomas.
Thank you, Thomas. If anyone has any wishes to provide public comment on today's motion, please use the team. Raise your hand function. I'll call on you.
Save, save none if you would like to provide public comment on today's discussion items, please use the teams raise your hand function and I will call on you.
Seeing none.
Thank you.
I just want to make a reminder to everybody that's online and and we have left the room now, but because there was a motion on today's agenda, this meeting will be is being recorded and the transcripts will be on the board agenda for March 17th.
Correct, yes.
All right.
And that's it.
Then we will call it at 3:11.
The meeting's adjourned.
Thank you.
Thank you.
Thanks Thomas.