



Agenda Submittal

Agenda #: **Status:** Agenda Ready

Type: CSC-Document **Department:** Civil Service Commission

File #: CSC 19-0026 **Contact:** Marc Fox, 784-2552

Agenda date: 12/11/2019 **Final action:**

Title: Confer status on Dixon Public Library employees who accept employment with the County of Solano as provided by Personnel and Salary Resolution Section 5.13 - Assumption by County of Functions and Personnel of Another Governmental Agency

Governing body: Civil Service Commission

District:

Attachments: 1. A - Detail of Dixon Public Library employees to confer status

Date	Ver.	Action By	Action	Result
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HUMAN RESOURCES' RECOMMENDATION:

The Director of Human Resources recommends that the Civil Service Commission confers status of Dixon Public Library employees who accept employment with the County of Solano as provided by Personnel and Salary Resolution Section 5.13 - Assumption by County of Functions and Personnel of Another Governmental Agency

SUMMARY:

On November 19, 2019, the County Board of Supervisors approved an agreement between the County, on behalf of the Solano County Library, and the Dixon Public Library District for the County Library to provide administration and operational services. The Dixon Library Board of Trustees approved this agreement at their October 10, 2019 meeting.

One of the provisions of the agreement includes providing current Dixon Public Library personnel the opportunity to accept employment with the County for assignment at the Dixon Public Library.

DISCUSSION:

The County's Personnel and Salary Resolution, Section 5.13 (listed below) provides when functions of other governmental agencies are assumed by another governmental agency, as with the County assuming the functions of the Dixon Public Library, the employees who perform these functions may be included within the County's Civil Service. The Civil Service Commission shall determine the individuals' status in each instance and it shall be equivalent to the status the employees would have had, had they been a County employee during the term of their employment.

Personnel and Salary Resolution Section 5.13 - Assumption of Functions and Personnel of Another Governmental Agency reads:

When the functions of other governmental agencies are assumed by the County, the employees who perform these functions may be included within this County's Civil Service. The Civil Service

Commission shall determine their status in each instance and it shall be equivalent to the status the employees would have had, had they been a County employee during the term of their employment. If the salary of an employee is higher than that considered appropriate for the class in the County service, the salary of such employee shall be frozen at its current dollar amount until such time as it is equaled or exceeded by the salary for that class or until the period of calendar time indicated in the Y-Rate schedule has elapsed, whichever is sooner. If the governmental agency is a non-Merit System jurisdiction, the employees of that agency shall be required to take a non-competitive qualifying examination prior to inclusion in the County's Civil Service.

The Civil Service Commission is asked to confer status, as per the attachments, to 17 individuals, all of whom the Human Resources Department assumes will accept County employment and satisfactorily complete the background process. Status is used to determine County seniority for layoff purposes, the vacation accrual rate, eligibility for a merit increase and eligibility for longevity pay. (This might not be an all-inclusive listing.)

ALTERNATIVES:

None, as the County's Personnel and Salary Resolution requires the Civil Service Commission to confer status.

OTHER AGENCY INVOLVEMENT:

Not applicable.