



**Contra
Costa
County**

To: Board of Supervisors
From: Ted Cwiek, Human Resources Director
Date: January 14, 2014

Subject: Suspension of Competition and Direct Appointment in the Human Resources Department

RECOMMENDATION(S):

ACKNOWLEDGE receipt of report of suspension of competition and direct appointment to the classification of Human Resources Project Manager (unrepresented) in the Human Resources Department, as provided for in the Personnel Management Regulations, Section 502.

FISCAL IMPACT:

There are no additional costs associated with this direct appointment as the costs are already included in the Department's budget.

BACKGROUND:

Personnel Management Regulations, Section 502, Suspension of Competition, provides that the Director of Human Resources may suspend competition and authorize a direct appointment to Merit System positions where use of competitive examination procedures are impractical. It also requires that a report of the suspension of competition be reported to the Board of Supervisors.

The individual currently performing work in the the classification of Human Resources

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **01/14/2014** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Mary N. Piepho, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: January 14, 2014

David Twa, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: Ted Cwiek,
925-335-1766

Project Manager (AGDF) meets the minimum qualifications for this position. In addition, due to the nature of the work, which is sensitive and

BACKGROUND: (CONT'D)

specific to the classification, it is clear the individual currently performing the duties would have a significant advantage over competing applicants. As a result, the Director of Human Resources has concluded that a Merit System recruitment for this position would be impractical, an unwise expenditure of County resources, and manifestly unfair to competing candidates.

In accordance with the above regulations, the Director of Human Resources is authorizing a direct appointment into the classification of Human Resources Project Manager in the Human Resources Department.

CONSEQUENCE OF NEGATIVE ACTION:

Job duties will not be permanently aligned with the employee classification.

CHILDREN'S IMPACT STATEMENT:

None.