

RESOLUTION NO.

**A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SHASTA
WAIVING PROVISIONS OF CHAPTER 6, *RECRUITMENTS AND
APPOINTMENTS*,
OF THE SHASTA COUNTY PERSONNEL RULES AND ESTABLISHING
PROCEDURES FOR THE POTENTIAL PLACEMENT IN VACANT POSITIONS OF
COUNTY EMPLOYEES DISPLACED DUE TO THE ANTICIPATED
CLOSURE OF THE OPPORTUNITY CENTER**

WHEREAS, Chapter 6, *Recruitments and Appointments*, of the Shasta County Personnel Rules specifies the procedures which are required to be used when recruiting for positions in County service; and

WHEREAS, the procedures used to recruit for County positions are based on merit system principles; and

WHEREAS, the merit system principles are adapted from the statutory language in section 2301(b) of title 5, United States Code, which states, in pertinent part, that agencies operating under the system will recruit qualified individuals from all segments of society, and select and advance employees on the basis of merit after fair and open competition; and

WHEREAS, the Shasta County Board of Supervisors has announced its intention to close the Opportunity Center program, which would result in the displacement and layoff of approximately 40 County employees; and

WHEREAS, the Shasta County Board of Supervisors desires that displaced Opportunity Center employees be placed in vacant County positions if they have the requisite job skills and experience without having to compete for those County positions.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Shasta directs Support Services – Personnel staff to meet individually with each County employee assigned to the Opportunity Center program in order to discuss job skills, qualifications and work experience in order to identify alternate County positions which the employee may qualify for.

BE IT FURTHER RESOLVED that the Board of Supervisors of the County of Shasta hereby suspends the following provisions in the Shasta County Personnel Rules for County employees assigned to the Opportunity Center program which are displaced as the result of the anticipated closure of the Opportunity Center program, in order to allow employees assigned to the Opportunity Center program to be placed in vacant positions:

1. The provisions in Section 6.1, *Recruitment Procedures*.

2. The provision in Section 6.2, *Screening of Applications*.
3. The provisions in Section 6.3, *Written and Oral Examinations*.
4. The provisions in Section 6.4, *Eligible Lists*.
5. The provisions in Section 6.5, *Continuous Recruitment*.

BE IT FURTHER RESOLVED by the Board of Supervisors of the County of Shasta that County employees assigned to the Opportunity Center program who have reached permanent status in their current position and are placed in a vacant position as a result of the waiver of the recruitment procedures will serve the equivalent of 6-months of full-time service as a probationary period, during which time the employee may be dismissed without cause or right of appeal. Employees who have not reached permanent status in their current position at the Opportunity Center will serve a 12-month probationary period in accordance with Section 6.17 of the Personnel Rules. Employees will have no right of return to their previous positions.

BE IT FURTHER RESOLVED, that nothing in this Resolution shall require any County appointing authority to hire an employee currently assigned to the Opportunity Center program, or otherwise affect the lawful discretion of any County appointing authority in hiring decisions.

DULY PASSED AND ADOPTED this 28th day of March, 2023 by the Board of Supervisors of the County of Shasta by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:
RECUSE:

PATRICK JONES, CHAIR
Board of Supervisors
County of Shasta
State of California

ATTEST:

MARY E. WILLIAMS
Acting Clerk of the Board of Supervisors

By _____
Deputy