RESOLUTION - ACTION REQUESTED 2014-6

MEETING: January 7, 2014

TO: The Board of Supervisors

FROM: Rick Benson, County Administrative Officer

RE: Extend Hiring Moratorium

RECOMMENDATION AND JUSTIFICATION:
Extend the Existing Hiring Moratorium through September 30 2013. In conjunction with the implementation of the Fiscal Year 2011-12 Budget, the Board implemented a policy requiring Board approval to open recruitments, fill positions, or to promote employees. It was the Board’s intent that given the current financial constraints that these requests be justified by the requesting department to the Board’s satisfaction. The original restriction expired on June 30, 2012, however, the Board twice extended the hiring moratorium through December 31, 2013.

Since its initial implementation, departmental position requests have been minimal and the Board has seen fit to grant each request. The Department Heads understand the situation and have practiced restraint.

As there has not been a substantive change in the County’s budget outlook, the justification for imposing the moratorium remains.

Therefore, it is recommended that the Board extend the existing hiring moratorium through September 30, 2014, maintaining the requirement that all permanent full-time and permanent part-time new hires must be approved by the Board before a Personnel Certification List is released. In the event there is no list, a recruitment will not be authorized without Board approval. Further, all promotions, including those within a flex series, will be subject to Board approval. By extending the moratorium through September 30 Board will have the opportunity to revisit this policy during the budget process.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
The Board adopted Resolution 11-488 on October 4, 2011, implementing the hiring moratorium until June 30, 2012 and, adopted Resolution 13-6 on January 8, 2013 extending the moratorium through June 30, 2013 and, most recently, adopted Resolution 13-271 on June 25, 2013 extending the moratorium through December 31,
2013.

**ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**
Do not extend the existing hiring moratorium. Departmental requests to fill positions or begin recruitments will no longer be subject to Board review.

**FINANCIAL IMPACT:**
None

**CAO RECOMMENDATION**
Requested Action Recommended

[Signature]
Rick Benson, County Administrator

**RESULT:** ADOPTED BY CONSENT VOTE [UNANIMOUS]
**MOVER:** Janet Bibby, District III Supervisor
**SECONDER:** John Carrier, District V Supervisor
**AYES:** Merlin Jones, Janet Bibby, Kevin Cann, John Carrier
**EXCUSED:** Lee Stetson