



DEPARTMENT OF
PERSONNEL

PERSONNEL MANAGEMENT
SERVICES DIVISION

CITY OF SACRAMENTO
CALIFORNIA

June 12, 1990

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DONNA L. GILES
DIRECTOR OF
PERSONNEL

Personnel & Public Employees Committee
Sacramento, California

Honorable Members in Session:

SUBJECT: RULE OF 3 - NOVEMBER BALLOT

SUMMARY

This report recommends that the Committee pursue placing on the November, 1990 ballot an amendment to the City Charter eliminating the Rule of 3. The amendment would be operative in the event the proposed City-County Consolidation were rejected by the voters.

BACKGROUND AND ANALYSIS

The Rule of 3 is antiquated, unscientific, and a barrier to hiring a representative work force. We are one of only a few public agencies which still have the Rule of 3. Most agencies have a Rule of 3 Ranks (i.e., three ranks each of which has all candidates whose rounded whole scores are the same), Rule of 10, Rule of the List, etc. The reason for this is that no exam system can predict that a candidate whose score is, for example, 85.99, will be a better employee than a candidate whose score is 85.98. Three times in the 1980's we tried to amend the Charter and were defeated at the polls. The staff believes now is an appropriate time to try again.

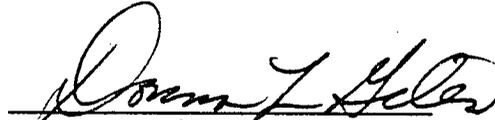
The proposed City-County Consolidation Charter would create the groundwork for alternatives to the Rule of 3. No requirement for a Rule of 3 is in the proposed Charter. Instead, the Chief Administrative Officer would propose and the Council of Supervisors would adopt by ordinance a personnel system, one component of which would be the number of candidates referred for vacancies. However, if the voters reject Consolidation, we will still have Rule of 3.

The staff believes it would be desirable to place on the November ballot an amendment which would be operative if Consolidation is rejected. A variety of ways exist to amend the Charter regarding the Rule of 3. These options can be explored and a specific proposal made if the Committee agrees with this approach.

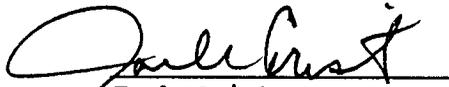
RECOMMENDATION

I recommend that the Committee authorize the staff to pursue development of an amendment to the Charter regarding Rule of 3. The amendment would be placed on the November, 1990 ballot and would be operative if the proposed Consolidation were defeated.

Respectfully Submitted,


Donna L. Giles
Director of Personnel

Approved for Transmittal:


Jack Crist
Deputy City Manager