

## UNIFIED PERSONNEL SYSTEM

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Peggy Rowe  
Director

TO: The Honorable Chair and Members  
of the Unified Personnel Board

FROM: Peggy Rowe, Director of Human Resources

SUBJECT: Sunset of Rules

DATE: December 20, 2012

A handwritten signature in black ink, appearing to read "Peggy Rowe", is placed over a light pink rectangular background.

At the June 2011 meeting of the Unified Personnel Board you approved the continuation of changes to Personnel Rule I. Definitions and X. Pay Grade Change to sunset January 2013, along with the changes to Rule VI. Promotion, and Rule IX Position Reclassifications that was approved in 2008. These were changes that were put in place so that we would be more aligned with the practices of other jurisdictions and would result in cost savings to the County as the result of economic conditions.

The changes were, **Rule I. Definitions** – was administrative in nature regarding the Anniversary Date for pay Grade Changes; **Rule X. Pay Grade Change** - incumbents whose positions receive a pay grade change would not receive a pay rate increase unless their current salary fell below the new minimum; **Rule VI. Promotion** – the Rule was revised to eliminate reference to reclassification, and **Rule IX Position Reclassification** – Incumbents would receive a 6% increase, or the minimum of the newly appointed pay grade, whichever was greater.

As we have previously discussed,, a committee has been formed to review all of the Personnel Rules as a more comprehensive approach. The committee has been meeting regularly and will be making their recommendations to the Employees' Advisory Council and the Appointing Authorities, prior to coming before the Board for approval.

I respectfully request that no change take place at this time.