

State of California

MEMORANDUM

TO: PERSONNEL MANAGEMENT LIAISONS DATE: September 18, 1995
REFERENCE CODE: 95-042

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Agency Secretaries
Department Directors
Personnel Officers
Labor Relations Officers

FROM: Department of Personnel Administration
Classification and Compensation Division

SUBJECT: Career Executive Assignments

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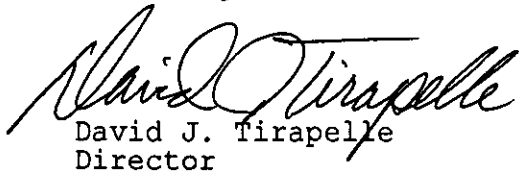
The Department of Personnel Administration (DPA) and the State Personnel Board (SPB) are committed to guiding the State of California's personnel management system into an era of increased effectiveness and quality where line management will be able to make personnel decisions that will assist in achieving departmental goals.

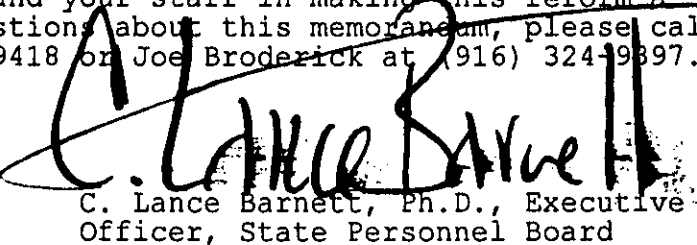
The Little Hoover Commission recently, as part of a review of the State's personnel management system, recommended that the Career Executive Assignment (CEA) program be extended to all managerial positions. The flexibility of the CEA selection procedures that provide for examining on a position-by-position basis, as well as the limited tenure of CEA appointments, should contribute to the development of responsive management teams.

DPA managers and staff have discussed the conversion of manager-designated positions to CEA positions with the management of numerous departments and have received enthusiastic support. We anticipate submitting a proposal to convert positions that meet the current CEA criteria to the SPB in November 1995.

Mike Vargas, DPA Program Manager, will be distributing a memorandum that will describe the conversion process in more detail in the near future. You will be asked to provide input at that time.

We want to work with you and your staff in making this reform a success. If you have questions about this memorandum, please call Mike Vargas at (916) 324-9418 or Joe Broderick at (916) 324-9397.


David J. Tirapelle
Director


C. Lance Barnett, Ph.D., Executive
Officer, State Personnel Board