

MEMORANDUM

TO: PERSONNEL MANAGEMENT LIAISONS DATE: March 8, 1996
REFERENCE CODE: 96-008

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Labor Relations Officers
Personnel Officers
State Restriction of Appointments Coordinators

FROM: Department of Personnel Administration
Classification and Compensation Division

SUBJECT: Review of the State Restriction of Appointments and Reemployment Processes

CONTACT: Joe Broderick
(916) 324-9397
Office Vision: DPA (JABRODER)
Internet: JABRODER@SMTP.DPA.CA.GOV

The Department of Personnel Administration (DPA) announced in a memorandum dated February 23, 1996 addressed to Agency Secretaries and Department Directors that we would be contacting departments to solicit input on the State Restriction of Appointments (SROA) and reemployment processes. The purpose of this memorandum is to obtain your suggestions regarding the SROA process. The reemployment process is being studied by a team assembled by the State Personnel Board (SPB).

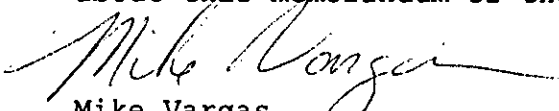
In 1992, DPA, SPB, and eight departments, including both layoff and hiring departments, formed a team to review the SROA process and implement revisions that would make the SROA process more effective and efficient. The team did streamline the SROA process at that time and published the current SROA Manual.

Some departments have expressed concerns that the SROA process is overly restrictive in limiting the available methods of filling positions; therefore, we are seeking your input so that we may determine if the SROA process should be further modified, if it should be replaced by some other process, or if such a process is even necessary.

We request that you complete the attached questionnaire and return it to: DPA (Attention: Joe Broderick), 1515 S Street, North Building, Suite 400, Sacramento, CA 95814 by March 22, 1996.

We suggest that you consolidate the input from your department into one response that reflects the point-of-view of your department's management. Once we receive the data in the attached questionnaire, we plan to assemble a team to analyze the data and determine what direction to take.

Please contact Joe Broderick 324-9397, if you have any questions about this memorandum or the attached questionnaire.


Mike Vargas
Program Manager

Attachment



SURVEY OF THE SROA PROCESS

1. Which of the following statements most closely describes the feelings of your department's management about the SROA process?

- It is appropriate to restrict appointment methods available to appointing powers in order to place employees facing layoff, and the current SROA process is a reasonable way to do that.
- It is appropriate to restrict appointment methods available to appointing powers in order to place employees facing layoff, but a less burdensome method should be devised.
- It is not appropriate to restrict appointment methods available to appointing powers in order to place employees facing layoff.

Comments: (Attach additional sheets of paper if necessary.)

2. Describe significant problems that the SROA process has caused your department and state how often they have occurred. (Attach additional sheets of paper to complete your description of problems if necessary. Please be specific.)

3. What improvements would your department suggest be made to the SROA process if it believes it is appropriate to restrict methods of appointment available to appointing powers in order to place employees facing layoff? (Attach additional sheets of paper to complete your suggestions if necessary.)

Name and Signature _____

Title _____ Department _____

