

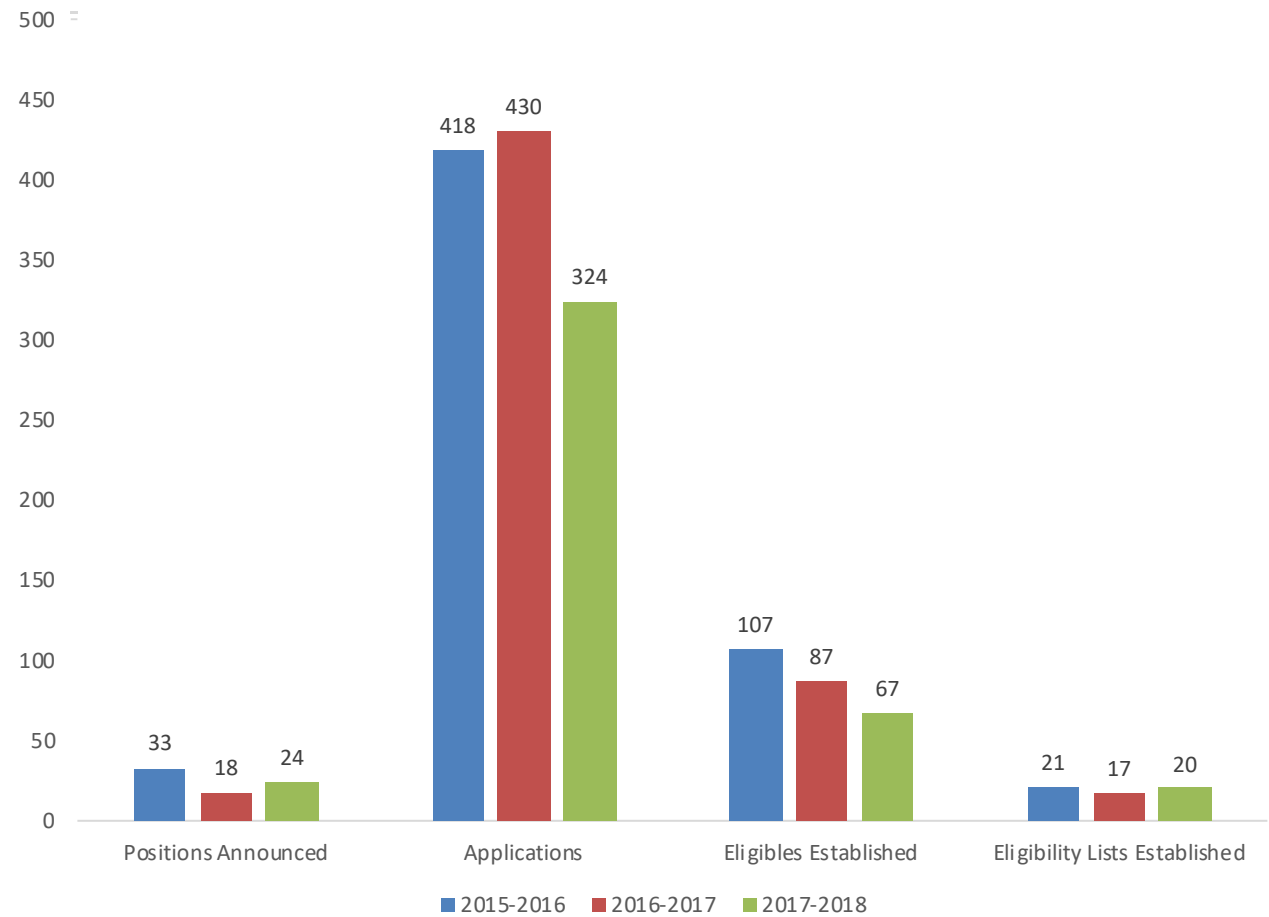
HIGHLIGHTS OF PERSONNEL COMMISSION ANNUAL REPORT, 2017-18

November 29, 2018

REGULAR EXAMINATIONS

- Overall downward trend in positions announced, applications received, and eligibles established
- Fewer eligibles per list

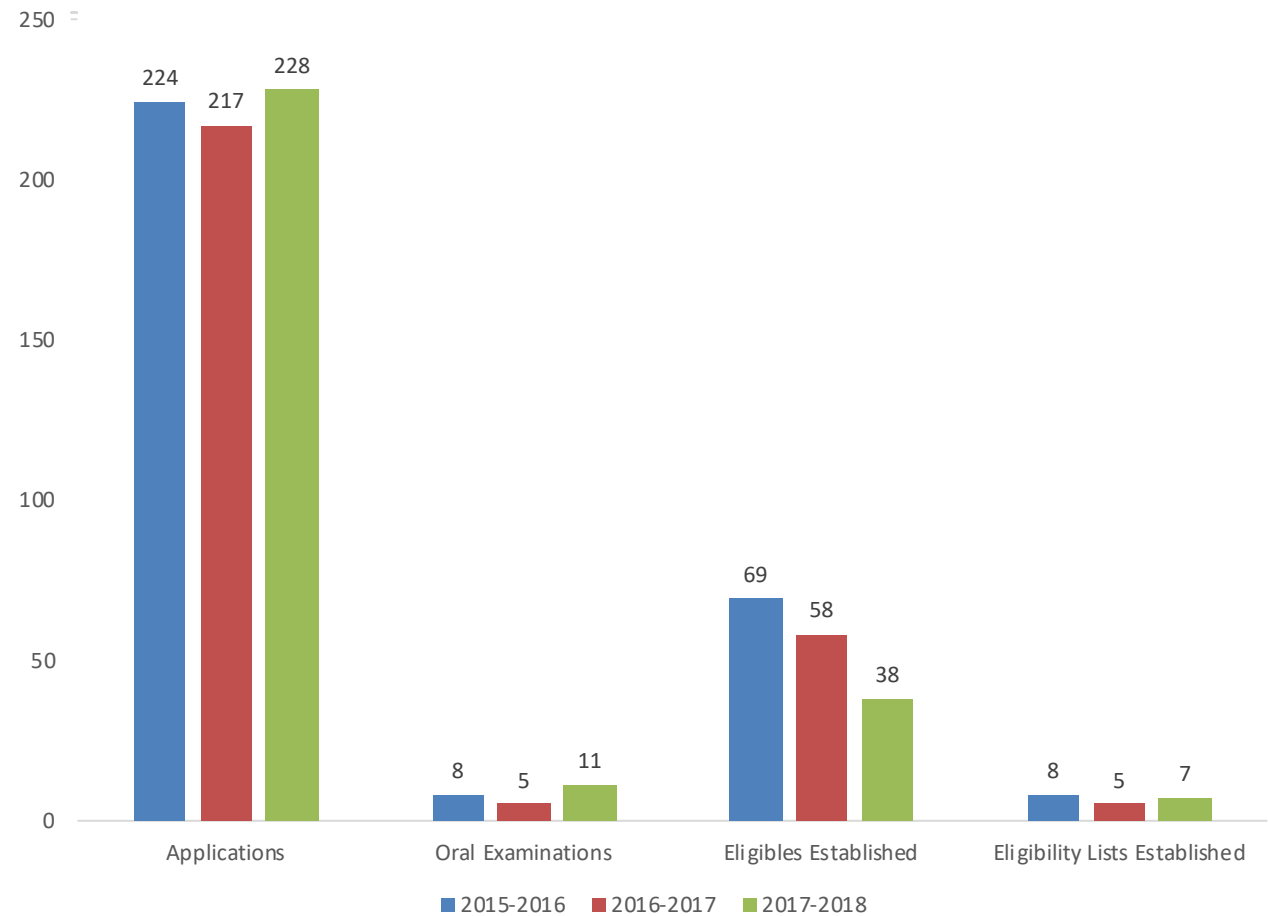
Open, Dual, and Promotional Examinations



CONTINUOUS EXAMINATIONS

- Number of applications and eligibility lists established has remained fairly static.
- Number of eligibles established has dropped dramatically.
- More frequent examinations to keep eligibility lists fresh, prevent loss of best candidates.

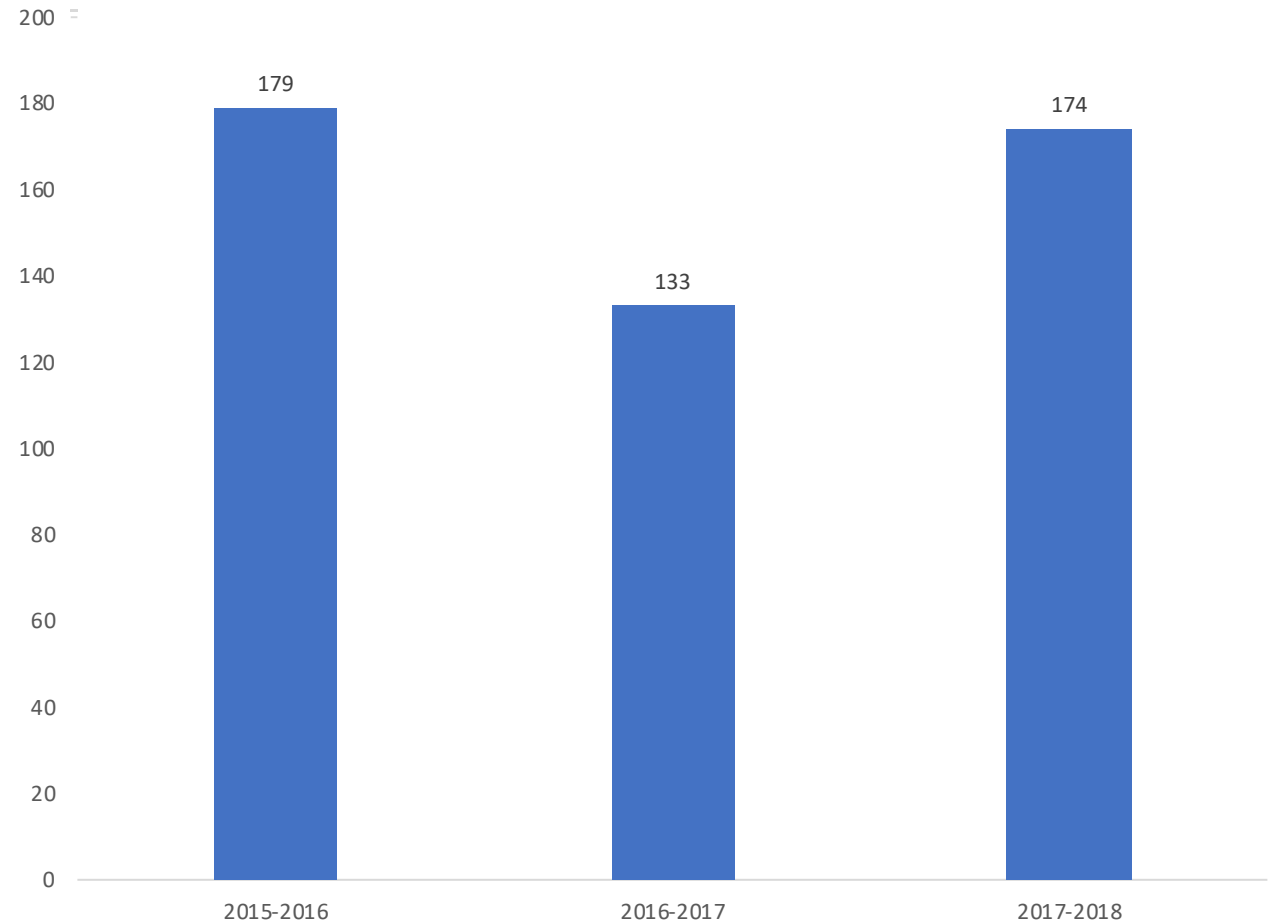
Paraprofessional and Child Care Assistant



SUBSTITUTE RECRUITING

- Strengthened recruiting efforts resulting in increased numbers of available subs.
- Highly skilled subs often get hired as regular SBCEO employees.
- HR is partnering with Special Education on initiatives to recruit both classified and certificated subs.

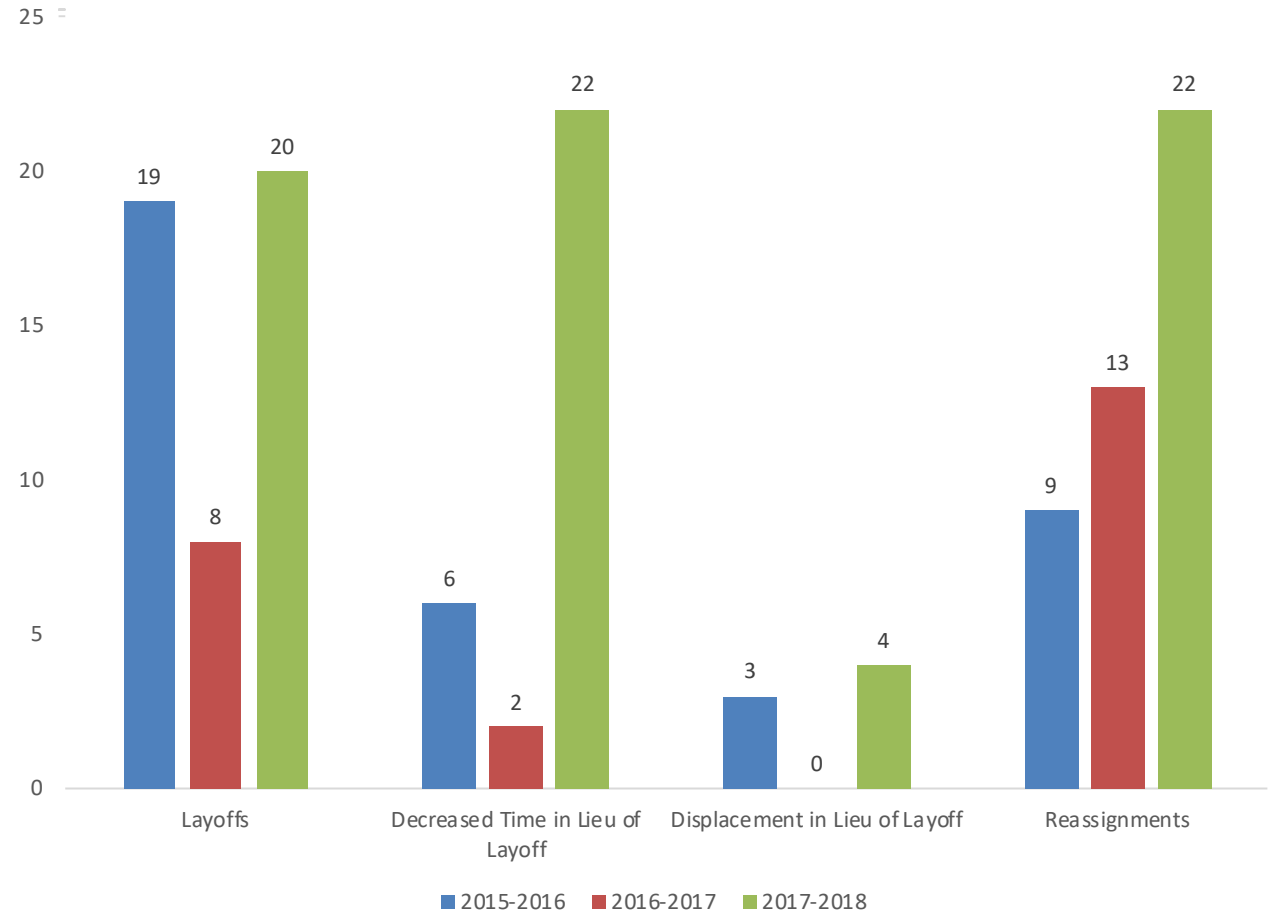
Classified Substitutes



LAYOFFS

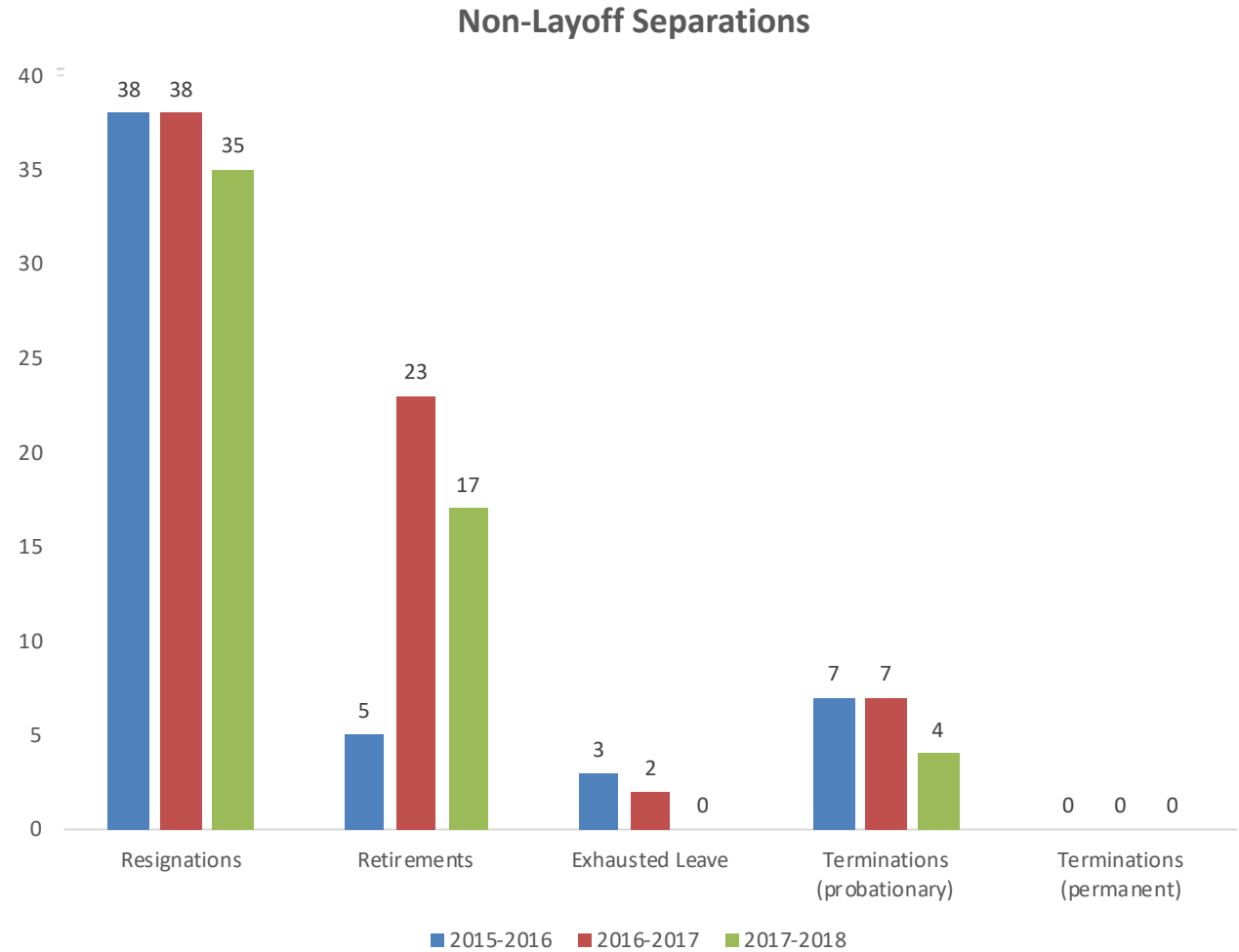
- Layoffs have increased as programs have shifted to other agencies.
- Alternatives to outright separation provide protection to affected employees.
- Reassignments can help avoid layoffs by aligning available staffing resources with program needs.

Layoffs and Related Personnel Actions



OTHER SEPARATIONS

- Most types of separations have remained fairly stable.
- One exception: retirements are on an overall upward trend, which we expect to continue.



FINAL THOUGHTS

1. Classified workforce is shrinking – for now.
2. Recruiting will continue to be challenging.
3. Large number of retirements will present both losses and opportunities.