

## **Government Code**

### **18500-19799 and related administrative documents**

Art 1. General

Part 2. State Civil Service

Chapter 1. General

Chapter 2. Administration

Chapter 3. Classification

Chapter 4. Employment Lists

Chapter 5. Appointments

Chapter 5.5. Limited Examination and Appointment Program

Chapter 6. Service

Chapter 7. Separations From Service

Chapter 8. Demonstration Projects

Chapter 8.5. Shared Savings Program

Chapter 9. Actions

Chapter 10. Prohibitions and Offenses

Chapter 11. Military Service

Chapter 12. State Civil Service Affirmative Action Program

The State Civil Service system is an extensive collection of laws, regulations and procedures. The list provided above shows the content of the chapters that are covered by Government Code sections 18500-19799.

These laws are supplemented, and in some cases superseded, by collective bargaining agreements, commonly known as Memoranda of Understanding (MOU), with different collective bargaining units of the State workforce.

Commissioner involvement in the civil service process has occurred in the past through participation in interviews for hiring civil servants. Commissioner involvement in civil service and union issues could arise not only in the context of appeals from unsuccessful interview candidates, but also in the context of the Commission's taking functional responsibility for FPPD, and possibly for the functional responsibility for the chief internal auditor, as required by law.

The most likely effect on Commissioners of this functional responsibility would be in the grievance process arising under MOUs, and in appeals before the State Personnel Board (SPB) arising from adverse actions and other actions the Commissioners may take against civil servants subject to the Commissioners' functional responsibility.

To this end, rather than the copying the entire Civil Service Act, a representative portion of the SPB Appeals Booklet showing several types of hearings that could arise from the Commission's functional responsibilities over staff, and pages from an MOU setting forth the grievance process are provided. The MOU excerpt involves Bargaining Unit 1- Professional, Administrative, Financial and Staff Services. Employees in FPPD and in the audit unit are in Bargaining Unit 1.