

Merit System Services



Merit Systems Services

Pursuant to California Government Code sections 19800 – 19811, counties receiving federal funds for Social Services and Child Support programs are required to use a merit personnel system for program employees that meets the following six merit principles:

1. Recruitment, selection and advancement of employees is on the basis of their relative ability, knowledge, and skills, including open consideration of qualified applicants for initial appointment.
2. Employees are provided equitable and adequate compensation.
3. Employees are trained, as needed, to assure high quality performance.
4. Employees are retained on the basis of the adequacy of their performance, inadequate performance is addressed, and employees whose inadequate performance cannot be corrected are separated.



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5. Applicants and employees are assured fair treatment in all aspects of personnel administration without regard to political affiliation, race, color, national origin, sex, religious creed, age, or disability and with proper regard for their privacy and constitutional rights as citizens. This "fair treatment" principle includes compliance with the federal equal employment opportunity and nondiscrimination laws.
6. Employees are protected against coercion for partisan political purposes and are prohibited from using their official authority for purposes of interfering with or affecting the result of an election or a nomination for office.



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County of Monterey Departments that fall under Merit System Services:

- Social Services
- Military & Veterans Affairs, a Division of Social Services
- Child Support Services



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CalHR is responsible for the recruitment process which entails:

- Creation of the Job Flyer
- Advertising/Outreach
- Acceptance applications
- Screening of applicants
- Oral and/or written examinations



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Recruitment & examination process continued:

- Communication with applicants throughout the recruitment and examination process
- Establishes the Eligible List
- Handles all recruitment and examination appeals

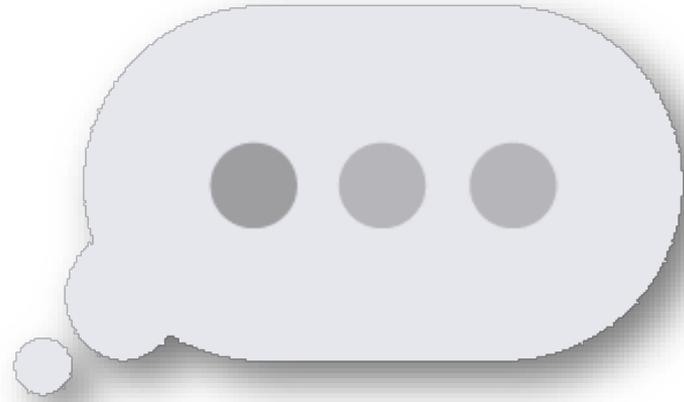
Departments are responsible for managing the Final Selection process



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The Human Resources Department is in discussions with the Department of Social Services to explore other methods or options available for recruitment and examination services.





Discussion

