

Date: September 13, 2010

To: All Members of the Governor's Cabinet, State Agencies, and Employee Organizations

/s/ SUZANNE M. AMBROSE

From: Suzanne M. Ambrose
Executive Officer

Subject: THREE-RANK ELIGIBLE LIST PILOT STUDY EVALUATION

In June 2008, the five-member State Personnel Board (Board) approved the use of three-rank eligible lists in a two-year pilot project [Three-Rank Eligible List Pilot Study (Pilot)] that began July 1, 2008, and ended June 30, 2010. The Board has recently commissioned Cooperative Personnel Services (CPS) to conduct an independent evaluation of the Pilot. During the month of September, as part of the independent evaluation methodology, CPS will be conducting an online survey to collect departmental specific data relative to the Pilot's processes and procedures. Additionally, CPS will be contacting a representative sample of participating departments to review documentation and schedule on-site interviews with the departmental Personnel Officer and hiring supervisor(s) who have participated in the Pilot. While all of the departments will receive the survey, the departments selected for the on-site document review and interviews include the following:

1. Department of Corrections and Rehabilitation
2. Department of Consumer Affairs
3. State Teachers Retirement System
4. Department of Transportation
5. Board of Equalization
6. Department of Justice
7. Department of Education
8. Department of Developmental Services
9. Department of Personnel Administration
10. Department of Public Health

These departments were selected based on the size of the department, and number, type, and dates of classes/exams approved. If any departments not listed above would like to be included in the on-site review, please contact Hilary Ricardo, (916) 471-3337, hricardo@cps.ca.gov or Roger Ganse, (916) 471-3163, rganse@cps.ca.gov.

Thank you for your anticipated cooperation. We look forward to your responses.