

Ventura County Summer Youth Employment Program

REASON FOR INVESTIGATION

The Grand Jury received a citizen's complaint #95-6 regarding possible favoritism in county hiring practices for the Summer Youth Employment Program.

PROCEDURES FOLLOWED

- Conducted interview with complainant and received further data about this matter.
- Met with County Chief Administrative Officer.
- Conferred with County Personnel Director.
- Studied a proposal for Alternative Staffing dated July 13, 1993.

FINDINGS

- The County itself does not have a Summer Youth Employment Program, however different agencies and departments of the County may employ students 14 years of age through college during the summer if funds are available in their own budgets.
- Departments set their own criteria, recruiting, interviewing, hiring and training of summer youth employees.
- There is minimum involvement or responsibility for hiring by the Personnel Department beyond processing paperwork.
- There are no legal requirements for public advertisement for temporary or summer positions.
- The Personnel Department prepared an alternate staffing program dated July 13, 1993 which was never approved by the Board of Supervisors. The program is to be brought up to date in the near future.

RECOMMENDATIONS

The 1995/96 Ventura County Grand Jury recommends:

1. The alternative staffing program document dated July 13, 1993, should be brought up to date for review by the Chief Administrative Officer and approved by the Board of Supervisors.
2. Recruitment and hiring should be the sole responsibility of the Personnel Director.
3. In order to assure equal opportunity to county youth, recruitment should be advertised in local papers, county bulletin board, local radio stations and schools.

RESPONSE REQUIRED

Personnel Director

Chief Administrative Officer

Board of Supervisors