

For Immediate Release
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**YOLO COUNTY GRAND JURY ISSUES REPORT URGING NEED
FOR STANDARDS AND GREATER OVERSIGHT OF YOLO
COUNTY PROMOTIONAL PRACTICES**

The Yolo County Grand Jury recently issued its first report of the 2013-14 year. The Grand Jury investigated complaints from the Yolo County Department of Planning and Public Works, Roads Division that the departmental promotion practices were unfair and based on favoritism rather than merit. These complaints prompted the Grand Jury to review countywide rules and practices pertaining to department promotions.

The Grand Jury found that Yolo County does not have any written policies or procedures in place for county departments to follow once the Department of Human Resources sends them a list of employees eligible for promotion. Each county department is left to develop its own methods for handling promotions. These methods vary greatly among departments, with some having very comprehensive written procedures and others, like Roads Division of the Department of Planning and Public Works, having informal, inconsistent practices that have led to a perception that the promotion process in that department is biased and unfair.

The Grand Jury recommended that Yolo County Department of Human Resources take a more active role in overseeing and regulating the county promotion process to include the development of specific policies as part of its Personnel Rules & Regulations and improved training of hiring managers and others who sit on promotional interview panels. The Grand Jury also recommended that Human Resources develop a process by which complaints about personnel issues, such as unfairness in promotion practices, could be raised by employees and resolved.

The Yolo County Grand Jury is empowered by the California Penal Code to investigate and report on the operations and management of county and city governments, school districts and special districts. The Grand Jury publishes its findings and recommends constructive action to improve the quality and effectiveness of local government.

The 2013-14 Yolo County Grand Jury expects to release seven reports over the next two months culminating in publication of its Final Consolidated Report on or before June 30. The public can access the full version of this report and others, as they are released, at the Grand Jury website: www.yolocounty.org/grand-jury.