

**Resolution**  
**USE OF STATE EMPLOYEES FOR SECURITY GUARD SERVICES**

*WHEREAS, since 1931, the position of security guard has historically been a recognized civil service position with the State of California and these civil service positions have historically provided unarmed security for State of California buildings; and*

*WHEREAS, the Board appreciates the different business models of private security and civil service security and that these models may have different financial cost. A majority of the existing Board heard what some Members considered compelling testimony at the April 22, 2014 Board Meeting regarding the benefits of having civil service security guards in Unit 15 perform this service for the Board of Equalization (BOE). The Board believes that having civil service employees, who have been trained in the BOE culture, may in fact increase their commitment to the organization. The value of increased loyalty and intangible benefits provided to the State of California by using civil service employees as unarmed security guards includes the continuity of service and possible protection from the potential increased costs associated with the fluctuations of business operations and/or other unknown challenges; and*

*WHEREAS, as part of the BOE team, civil service security recognizes the unique circumstance of providing security in a sensitive and confidential work environment that requires the safeguarding of taxpayers' information. Therefore, civil service security will be integrated into the overall organization, with an understanding that our business operations fluctuate, which may require increased or enhanced security due to changes in policies, implementation of new law, increased calls at our Customer Care Center, or changes in other aspects of our operations. Civil service security will be part of our organization's regular communication, informed about potential business disruptions, and be on the front line ready to be responsive to emerging issues that may come up related to the BOE headquarter building; and*

*WHEREAS, the Board of Equalization is proud to support a team of men and women who comprise an example of what can be accomplished when training, skills, knowledge, and opportunity are provided to those who are members of the State of California Civil Service System. The BOE looks forward to continuing its efforts to coordinate and address the challenges of expanding the growth opportunities for individuals in public service, including civil servants who are prepared to provide unarmed security guard service: Therefore be it*

*RESOLVED that we, the Members of the Board, do hereby memorialize the commitment of the Board of Equalization to support the use of state civil service employees for unarmed security guard services, and to work with other state agencies, including CalHR, the Legislature, and the office of the Governor to address the challenges involved in achieving this objective throughout the State of California.*

*Adopted at Culver City, California, this twenty-third day of June 2015, by the State Board of Equalization.*