

## MONTEREY COUNTY BOARD OF SUPERVISORS

<b>MEETING:</b>	July 12, 2011	<b>AGENDA NO.:</b>
<b>SUBJECT:</b>	Consider adoption of one resolution: <ul style="list-style-type: none"><li>a. Amending the County's Personnel Policy and Practices resolution affecting the O, P, X, Y and Z employee classifications;</li><li>b. Amending the County budget to add certain identified positions (4/5ths);</li><li>c. Rescinding lay-off notices issued to employees in certain identified positions; and</li><li>d. Authorizing the County Administrative Officer and Auditor – Controller to take such other and further actions as may be necessary or appropriate to implement the intent and purposes of this resolution including, but not limited to, extending the effective date of lay-off notices to July 30, 2011, issued to unrepresented employees identified in the Administrative Officer's discretion whose positions may be restored in the budget.</li></ul>	
<b>DEPARTMENT:</b>	County Administrative Office	

### **RECOMMENDATION:**

It is recommended that the Board of Supervisors consider adoption of one resolution:

- a. Amending the County's Personnel Policy and Practices resolution affecting the O, P, X, Y and Z employee classifications;
- b. Amending the County budget to add certain identified positions (4/5ths);
- c. Rescinding lay-off notices issued to employees in certain identified positions; and
- d. Authorizing the County Administrative Officer and Auditor – Controller to take such other and further actions as may be necessary or appropriate to implement the intent and purposes of this resolution including, but not limited to, extending the effective date of lay-off notices to July 30, 2011, issued to unrepresented employees identified in the Administrative Officer's discretion whose positions may be restored in the budget.

### **SUMMARY:**

This report recommends various actions to restore certain County positions consistent with the obligations under new labor agreements and made possible through State budget actions and a new federal grant.

### **DISCUSSION:**

Several labor organizations recently voted to ratify agreements, including: the Deputy Sheriffs' Association (bargaining units A, B, and C), Probation Association (bargaining units M and N), and Service Employees' International Union (SEIU) Local Unit 521 (bargaining units F, H, J, and K). These agreements are expected to produce savings, allowing for the restoration of certain County positions and rescission of certain lay-off notices. Additional actions are under consideration for unrepresented employees. As these actions are determined, the CAO's Office will prepare estimates of savings and work with departments to identify which unrepresented positions will be recommended to be restored. To allow time for this analysis, this report recommends authorizing the County Administrative Officer and Auditor Controller to extend the effective date of lay-off notices to July 30, 2011 for certain unrepresented employees in bargaining units O, P, X, Y, and Z whose positions will be recommended to be restored.

In addition, the FY 2011-12 State budget contains funding to restore Vehicle License Fee (VLF) revenue for certain probation programs. At the time when staff was building the FY 2011-12 budget, the State revenue supporting these programs was set to expire. Since that time, State lawmakers agreed to a new dedicated revenue account to continue supporting these programs at a slightly lower level (2.4% statewide reduction) compared to FY 2010-11 levels. Inclusion of this funding in the State budget makes possible the restoration of designated positions supporting these programs.

In addition, the Monterey County Workforce Investment Board (WIB) received notice they will receive new funding under the National Emergency Grant from the U.S. Department of Labor. These funds were not factored into the County's FY 2011-12 Adopted Budget. The grant makes possible the restoration of four WIB Representative positions and the provision of re-employment services to workers who are affected by lay-offs from the private and public sectors.

Amendments to the County's Personnel Policy and Practices resolution will be presented by Human Resources at the July 12, 2011 Board of Supervisors meeting. Detailed information on recommended position restorations will also be provided at the July 12, 2011 meeting.

**OTHER AGENCY INVOLVEMENT:**

This report is made possible through a collaborative effort between the CAO's Office, Auditor-Controller, departments, and employee associations.

**FINANCING:**

This report recommends restoration of certain positions to the County budget. The CAO's Office will return at a later date with detailed budget modification to support the recommended financing of restored positions.

Prepared by:

Approved by:

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Paul Lewis, Principal Administrative Analyst

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Dewayne Woods, County Budget Director

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Date:

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