

MONTEREY COUNTY BOARD OF SUPERVISORS

MEETING:	July 26, 2011	AGENDA NO.: S-10
SUBJECT:	Consider adopting a resolution: a. Amending the County budget to add certain identified unrepresented positions; b. Rescinding lay-off notices issued to employees in certain identified unrepresented positions; and c. Authorizing the County Administrative Officer to make changes to the list of previously authorized position restorations.	
DEPARTMENT:	County Administrative Office	

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a resolution:

- a. Amending the County budget to add certain identified unrepresented positions;
- b. Rescinding lay-off notices issued to employees in certain identified unrepresented positions; and
- c. Authorizing the County Administrative Officer to make changes to the list of previously authorized position restorations.

SUMMARY:

This report recommends restoration of certain unrepresented County positions made possible by cost savings associated with changes to the Personnel Policies and Practices Resolution (PPPR) authorized at the July 12, 2011 Board of Supervisors (Board) meeting, and recommends changes to the list of represented position restorations also authorized at the July 12, 2011 Board meeting.

DISCUSSION:

Several labor organizations recently ratified agreements that are expected to produce cost savings to the County, 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). The cost savings associated with these agreements made possible the restoration of certain County positions and rescission of certain lay-off notices, as authorized by the Board on July 12, 2011. The Department of Social and Employment Services (DSES) will recommend additional position restorations of its own as a separate report to be included as part of the July 26, 2011 Board agenda.

The Board also approved on July 12, 2011 recommended changes to the PPPR affecting unrepresented employees. The changes are detailed in the attached Resolution (Attachment A) and will produce estimated General Fund savings of \$1.7 million. After working with departments to identify priorities, the County Administrative Office (CAO's Office) recommends restoration of 7.95 unrepresented positions at a total General Fund cost of \$937,580, of which the County's estimated share (General Fund Contributions) is \$603,653. Details are provided in Attachment B. Of the 7.95 positions, 5.0 restorations are in DSES and leverage federal and state revenues. The July 12 Board Report authorized the County Administrative Officer to extend the effective date of lay-off notices for these positions to July 30, 2011. This Board Report authorizes the restoration of these positions and rescission of layoff notices for employees in these positions. The DSES restorations listed in Attachment B are informational only and will be recommended for approval as part of the aforementioned DSES report.

This Board Report also recommends changes to the listing of represented position restorations approved at the July 12 Board meeting. Subsequent to the July 12 Board meeting, SEIU engaged staff from the CAO's Office and requested various changes to its list of recommended position restorations after taking into account new vacancies, updating cost information, and leveraging federal and state funding sources to maximize the number of restorations. SEIU representatives also requested a correction to the list of restorations approved on July 12. Specifically, the second Inmate Services Specialist (ISS) position recommended for restoration on July 12 is not consistent with the terms of the SEIU agreement. As requested by SEIU, staff recommends deleting the second ISS position as previously planned and instead restoring an Office Assistant II position in the Resource Management Agency's Planning Department.

Attachment C displays the revised list of recommended position restorations, as requested by SEIU. The revised list, which includes DSES restorations to be recommended as part of the separate July 26 DSES Board Report, restores 29.8 positions at an estimated cost of \$2.5 million, which is less than the estimated \$2.8 million in General Fund savings associated with the June 30 SEIU agreement. The County's estimated share of cost is \$1.2 million.

Attachment D displays additional SEIU position restorations also authorized by the Board on July 12, including additions made possible by the restoration of Vehicle License Fee (VLF) funded public safety programs and new federal grant funds. Attachment D also displays five additional restorations at a cost of \$0.5 million authorized by the Board on July 12 to supplement staff's recommended restorations. Included in Attachment D is a change requested by the Probation Department replacing a Probation Aide restoration with an Office Assistant II restoration. The previously approved position restorations in Attachment D, including the one requested change, total 14.0 positions at an estimated cost of \$1.0 million, of which the County's share is estimated at \$0.8 million.

OTHER AGENCY INVOLVEMENT:

This report is made possible through a collaborative effort between the CAO's Office, departments, and representatives from SEIU Local 521.

FINANCING:

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

Prepared by:

Approved by:

Paul Lewis, Principal Administrative Analyst

Dewayne Woods, County Budget Director

Date:

Date:

Attachments:

Attachment A – Resolution No. 11-255

Attachment B – Recommended Unrepresented Position Restorations

Attachment C – June 30, 2011 SEIU Agreement Position restorations

Attachment D – Other Position Restorations Authorized at July 12, 2011 Board Meeting