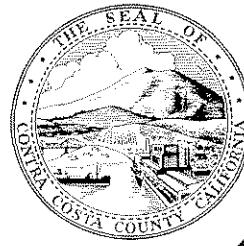


TO: BOARD OF SUPERVISORS
FROM: DAVID TWA, COUNTY ADMINISTRATOR
DATE: December 16, 2008
SUBJECT: FY 2008/09 POSITION ADJUSTMENTS



Contra Costa County

DT

SPECIFIC REQUEST(S) OR RECOMMENDATION(S) & BACKGROUND AND JUSTIFICATION
RECOMMENDATION(S)

1. ACKNOWLEDGE Resolution No. 2008/299 adopted May 6, 2008, authorizing the Human Resources Department to implement the Tactical Employment Team Program (TETP), whose objective is to mitigate the negative impact that anticipated layoffs will have on County employees (Attachment A);
2. ADOPT Position Adjustment Resolution No. 2008/764, authorizing the deletion and addition of certain positions in affected County departments (Attachment B) approved by the Board of Supervisors on December 9, 2008;
3. DIRECT the County Administrator to return to the Board with additional information regarding short- and long-term options originally presented to the Board on October 7, 2008, and a report from the County Assessor on property assessment activity; and
4. ACKNOWLEDGE that further State reductions and economic impacts will require subsequent adjustments to the FY 2008/09 Budget.

CONTINUED ON ATTACHMENT: YES

SIGNATURE: *Driscoll*

RECOMMENDATION OF COUNTY ADMINISTRATOR

RECOMMENDATION OF BOARD COMMITTEE

APPROVE OTHER

SIGNATURE(S): *Driscoll*

ACTION OF BOARD ON 12/16/08

APPROVED AS RECOMMENDED OTHER

APPENDUM ATTACHED

VOTE OF SUPERVISORS:

UNANIMOUS (ABSENT *0*)

AYES: _____ NOES: _____

ABSENT: _____ ABSTAIN: _____

Contact: Lisa Driscoll (335-1023)
cc: Human Resources
All County Departments

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF AN ACTION TAKEN AND ENTERED ON THE MINUTES OF THE BOARD OF SUPERVISORS ON THE DATE SHOWN.

ATTESTED: December 16, 2008

DAVID TWA, CLERK OF THE BOARD OF SUPERVISORS AND COUNTY ADMINISTRATOR

By: *[Signature]* Deputy

BACKGROUND / REASON(S) FOR RECOMMENDATION(S):

On November 18, 2008, the Board held a workshop to consider cost reduction options to rebalance the FY 2008/09 budget to reflect state cuts and other revenue losses. The revenue losses, other than state, were specific to the Employment and Human Services Department. At the conclusion of that workshop, the Board directed the County Administrator to return to the Board in December with specific balancing plans to address those losses and options for saving two specific programs – Adoptions and Foster Care Licensing.

On December 9, the County Administrator returned to the Board with specific budget balancing recommendations, including alternatives to eliminating the Adoptions and Foster Care Licensing Programs. At the conclusion of the staff report, the Board received several hours of testimony from employees and members of the public who had received services from the County.

The Board acknowledged the irony that because the County exists primarily to serve the most vulnerable populations, cuts in services necessarily impact the most vulnerable populations. Our County's problems are not unique in this respect, but indicative of local governments nationwide. The Board members expressed their anguish over the proposed cuts and acknowledged the sobering truth that additional local cuts would yet be necessary in order to address diminishing revenues and new trickle-down impacts from state and federal budget balancing initiatives. Staff was directed to work particularly with the Employment and Human Services Department to evaluate all cost savings possibilities to mitigate future budget reductions. However, the Board emphasized that every available dollar would be needed in all County departments and programs to address future reductions.

At the conclusion of the December 9 session, the Board directed the County Administrator to return on December 16, 2008 with a Resolution ordering the addition, adjustment, and deletion of positions necessary to rebalance the FY 2008/09 budget. The attached Position Adjustment Resolution (No. 2008/764) incorporates those changes adopted by your Board to effectuate the position eliminations identified in the budget rebalancing action (reference Appropriations Adjustment No. 5043 adopted December 9, 2008 for detailed budgetary changes). The Resolution adjusts and/or eliminates positions in the following County departments: Animal Services, Cooperative Extension, County Counsel, Employment and Human Services, General Services, Health Services, Human Resources, County Administrator (Revenue Collections Division), and Probation. Further, additional positions in various departments will continue to be held vacant (but not eliminated at this time) in order to achieve prescribed cost savings through normal and managed attrition to the greatest possible extent.

Tactical Employment Team Program (TETP) - Attached for reference is a copy of Resolution No. 2008/299, adopted May 6, 2008, which authorized implementation of the Tactical Employment Team Program. The team is still active and is poised to mitigate the negative impact that the required layoffs will have on County employees.

Attachments: A – Tactical Employment Team Program (2008/299)
 B – Resolution Adding, Abolishing and Adjusting Positions (2008/764)

THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA

Adopted this Resolution on May 6, 2008, by the following vote:

AYES: I, II, III, IV, V

NOES: None

ABSENT: None

ABSTAIN: None

RESOLUTION NO. 2008/299

THE CONTRA COSTA COUNTY BOARD OF SUPERVISORS in its capacity as governing Board of the County of Contra Costa and all districts of which it is ex-officio governing Board RESOLVES THAT:

- A. The Human Resources Department is authorized to implement the Tactical Employment Team Program (TETP). The objective of this program is to mitigate the negative impact that anticipated layoffs will have on the County's workforce. The main components of the program are as follows:
 - 1. Finding Alternate Placements within the County. Preference shall be given to employees separated through layoff when filling vacant, project, temporary, and contract positions. The Department shall freeze vacancies in other departments for possible placement of laid off employees who possess the required knowledge, skills and abilities for the position.
 - 2. Outplacement. The Human Resources Department will be available to provide the following services as requested: career counseling, resume preparation, interview tips, job search resources and tools, retraining opportunities, and registration with temporary employment agencies.
 - 3. Personal Support. In cooperation with the Employee Assistance Program and other professional organizations, personal support services shall be made available to laid off employees, including financial planning, crisis intervention counseling, stress management, and retirement planning.
- B. Contra Costa County serves a large, diverse population which is reflected in the diversity of the County's workforce and that of its dependent districts. It is the policy of Contra Costa County to comply with all applicable local, state and federal laws governing equal employment.
- C. The County Administrator shall forward a copy of this resolution to all department heads emphasizing the importance of cooperating with the TETP in order to ensure that employees who are laid off are given every opportunity to continue their employment with the County in another capacity or to be placed in appropriate employment elsewhere.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown:

ATTESTED: May 6, 2008

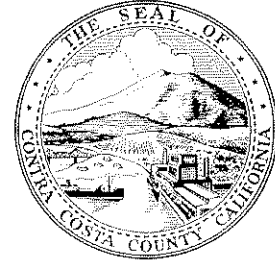
JOHN CULLEN, Clerk of the Board of Supervisors and County Administrator

By Sera O'Neal, Deputy

cc: All Department Heads
County Administration

THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA

Adopted this Resolution on December 16, 2008 by the following vote:



AYES: Gioia, Uilkema, Piepho, Bonilla & Glover
NOES: none
ABSENT: none
ABSTAIN: none

Resolution No. 2008/764

SUBJECT: In the matter of Adding, Abolishing and)
Adjusting Positions and Laying Off)
Employees in Specified County Departments)

WHEREAS, the Board has considered the financial impact on County departments of reduced funding and increased funding requirements, and has considered the position and staff reduction/retention plans submitted by departments; and

WHEREAS, department heads have issued layoff or displacement notices, as applicable, and have given notice to the affected employees of the Board's action;

WHEREAS, the Board of Supervisors adopted reductions to adjust for the impact of State and other local revenue losses on Tuesday December 9, 2008; and

WHEREAS, to the extent that the subjects of this Resolution are within the scope of representation pursuant to the Meyers-Milias-Brown Act (Government Code Section 3500 et seq.), this Board has offered to meet and confer with recognized employee organizations, upon request;

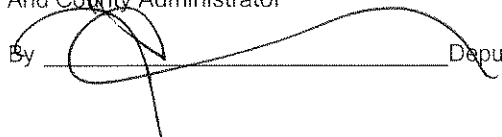
BE IT RESOLVED THAT THE CONTRA COSTA COUNTY BOARD OF SUPERVISORS, in its capacity as governing Board of the County and all of its dependent districts RESOLVES THAT:

1. In order to keep expenditures within available funding, it is necessary to make position adjustments, including to abolish the positions set forth in the lists attached hereto (B-1 through B-10) and to lay off employees accordingly. Said lists are incorporated herein by reference, and said positions are hereby abolished, effective on the dates indicated.
2. The Employee Relations Officer will provide notice of this Resolution to all recognized employee organizations representing employees impacted by this action.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown

ATTESTED: December 16, 2008

DAVID TWA, Clerk of the Board of Supervisors
And County Administrator

By  Deputy

cc: All County Departments

3. Recognized employee organizations may submit to the Employee Relations Officer written requests to meet and confer on specific proposals with respect to this Resolution and/or on the impact of the resulting layoffs. This authorization and direction is given without prejudice to the Board's right to reduce or terminate the operations and services of the County and of districts governed by this Board, and to eliminate classes of employees or positions as these acts involve the merits, necessity, or organization of services or activities of the County or districts governed by the Board and are not within the scope of representation.
4. This action is taken without prejudice to pending consulting, meeting, and meeting and conferring with recognized employee organizations.

2008/764

P. 2

**CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)**

ATTACHMENT #B-1

DEPARTMENT: Animal Services

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
11035	Special Services Worker	999F	3340	FT	Vacant

**CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)**

ATTACHMENT #B-2

DEPARTMENT: Cooperative Extension

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
64745	<u>Reduce hours from 40/40 to 32/40</u> Clerk - Experienced Level	JWXB	0630	8/40	Filled

**CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)**

ATTACHMENT #B-3

DEPARTMENT: County Counsel

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
5762	Deputy County Counsel - Advanced	2ETK	1700	Full	Vacant

**CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)**

ATTACHMENT #B-4.1

DEPARTMENT: Employment and Human Services

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
1018	Administrative Services Officer	APDB	1528	FT	Filled
4625	Executive Secretary	J3T5	5101	FT	Filled
13759	Comm./Media Relations Spec.	APTC	5107	FT	Vacant
10567	SS Staff Dev. Sup.	XADE	5109	FT	Vacant
2018	ASA III	APTA	5111	FT	Vacant
6350	Clerk - Experienced	JWXB	5112	FT	Vacant
4930	SS Welfar Fraud Prev. Sup.	XAHA	5112	FT	Vacant
4901	SS Welfare Fraud Field Invest.	XLSG	5112	FT	Filled
4903	SS Welfare Fraud Field Invest.	XLSG	5112	FT	Filled
4909	SS Welfare Fraud Field Invest.	XLSG	5112	FT	Filled
6388	Account Clerk - Adv.	JDTD	5113	FT	Vacant
4939	Account Clerk - Adv.	JDTD	5114	FT	Vacant
4110	Account Clerk - Exper.	JDVC	5114	FT	Vacant
6984	CalWIN Help Desk Spec.	XQTE	5122	FT	Filled
10675	CalWIN Help Desk Spec.	XQTE	5122	FT	Vacant
12246	CalWIN Help Desk Spec.	XQTE	5122	FT	Filled
5120	Calwin Onsite Support Spec.	XQVD	5122	FT	Filled
5168	Calwin Onsite Support Spec.	XQVD	5122	FT	Filled
6996	Calwin Onsite Support Spec.	XQVD	5122	FT	Filled
12188	Calwin Onsite Support Spec.	XQVD	5122	FT	Filled
12251	Calwin Onsite Support Spec.	XQVD	5122	FT	Filled
4224	CalWIN Onsite Support Sup.	XQHH	5122	FT	Filled
6546	IS Manager I	LTNA	5122	FT	Filled
10095	SS Staff Dev. Sup.	XADE	5122	FT	Filled
13008	IS Asst. II	LTVH	5124	FT	Filled
5029	IS Tech I	LTWB	5124	FT	Filled
10731	IS Tech II	LTVB	5124	FT	Filled
10732	IS Tech II	LTVB	5124	FT	Filled
10729	Network Tech II	LNVA	5124	FT	Filled
4802	SCS I	XOWB	5208	FT	Filled
13002	SCS II	XOVB	5208	FT	Filled
4316	Social Work Sup. II	X0HA	5208	FT	Filled
4405	Eligibility Work Supervisors I	XHHA	5214	FT	Vacant
11099	SCSII	X0VB	5215	FT	Filled
12305	SCSII	X0VB	5215	FT	Filled
13006	SCSII	X0VB	5215	FT	Filled
4968	Children Srvs. Clerical Spec.	J9SC	5216	FT	Filled
6357	Clerical Supervisor	JWHF	5216	FT	Filled

CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)

ATTACHMENT #B-4.2

DEPARTMENT: *Employment and Human Services*

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
4113	Clerk - Senior	JWXC	5216	FT	Filled
4460	Clerk - Senior	JWXC	5216	FT	Vacant
4653	Clerk - Senior	JWXC	5216	FT	Vacant
4359	EHS Division Mgr. (CWS)	XADD	5216	FT	Vacant
4497	EHS Division Mgr. (CWS)	XADD	5216	FT	Filled
4000	SCS I	XOWB	5216	FT	Filled
4024	SCS I	XOWB	5216	FT	Filled
4081	SCS I	XOWB	5216	FT	Vacant
4615	SCS I	XOWB	5216	FT	Filled
4839	SCS I	XOWB	5216	FT	Filled
5034	SCS I	XOWB	5216	FT	Filled
5047	SCS I	XOWB	5216	FT	Filled
5101	SCS I	XOWB	5216	FT	Filled
6378	SCS I	XOWB	5216	FT	Filled
6381	SCS I	XOWB	5216	FT	Filled
10482	SCS I	XOWB	5216	FT	Filled
10907	SCS I	XOWB	5216	FT	Filled
11075	SCS I	XOWB	5216	FT	Filled
12998	SCS I	XOWB	5216	FT	Filled
13003	SCS I	XOWB	5216	FT	Filled
2036	SCS II	XOVB	5216	FT	Filled
3938	SCS II	XOVB	5216	FT	Filled
3988	SCS II	XOVB	5216	FT	Filled
4004	SCS II	XOVB	5216	FT	Filled
4019	SCS II	XOVB	5216	FT	Filled
4025	SCS II	XOVB	5216	FT	Filled
4026	SCS II	XOVB	5216	FT	Filled
4032	SCS II	XOVB	5216	FT	Vacant
4037	SCS II	XOVB	5216	FT	Filled
4038	SCS II	XOVB	5216	FT	Filled
4040	SCS II	XOVB	5216	FT	Filled
4043	SCS II	XOVB	5216	FT	Filled
4044	SCS II	XOVB	5216	FT	Filled
4049	SCS II	XOVB	5216	FT	Vacant
4062	SCS II	XOVB	5216	FT	Filled
4069	SCS II	XOVB	5216	FT	Filled
4079	SCS II	XOVB	5216	FT	Filled
4093	SCS II	XOVB	5216	FT	Filled

CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)

ATTACHMENT #B-4.3

DEPARTMENT: *Employment and Human Services*

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
4096	SCS II	XOVB	5216	FT	Filled
4389	SCS II	XOVB	5216	FT	Filled
4469	SCS II	XOVB	5216	FT	Filled
4500	SCS II	XOVB	5216	FT	Filled
4613	SCS II	XOVB	5216	FT	Filled
4630	SCS II	XOVB	5216	FT	Filled
4650	SCS II	XOVB	5216	FT	Filled
4726	SCS II	XOVB	5216	FT	Filled
4739	SCS II	XOVB	5216	FT	Filled
4741	SCS II	XOVB	5216	FT	Filled
4744	SCS II	XOVB	5216	FT	Vacant
4745	SCS II	XOVB	5216	FT	Vacant
4747	SCS II	XOVB	5216	FT	Filled
4749	SCS II	XOVB	5216	FT	Filled
4797	SCS II	XOVB	5216	FT	Filled
4798	SCS II	XOVB	5216	FT	Filled
4799	SCS II	XOVB	5216	FT	Filled
4838	SCS II	XOVB	5216	FT	Filled
4963	SCS II	XOVB	5216	FT	Filled
4965	SCS II	XOVB	5216	FT	Vacant
4998	SCS II	XOVB	5216	FT	Filled
5093	SCS II	XOVB	5216	FT	Filled
5095	SCS II	XOVB	5216	FT	Filled
6361	SCS II	XOVB	5216	FT	Filled
6374	SCS II	XOVB	5216	FT	Vacant
6376	SCS II	XOVB	5216	FT	Filled
6377	SCS II	XOVB	5216	FT	Filled
6383	SCS II	XOVB	5216	FT	Filled
6679	SCS II	XOVB	5216	FT	Filled
6681	SCS II	XOVB	5216	FT	Vacant
6683	SCS II	XOVB	5216	FT	Filled
6687	SCS II	XOVB	5216	FT	Vacant
10360	SCS II	XOVB	5216	FT	Filled
10480	SCS II	XOVB	5216	FT	Filled
10481	SCS II	XOVB	5216	FT	Filled
10484	SCS II	XOVB	5216	FT	Filled
10486	SCS II	XOVB	5216	FT	Vacant
10488	SCS II	XOVB	5216	FT	Filled

CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)

ATTACHMENT #B-4.4

DEPARTMENT: *Employment and Human Services*

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
10532	SCS II	XOVB	5216	FT	Vacant
10534	SCS II	XOVB	5216	FT	Filled
10535	SCS II	XOVB	5216	FT	Filled
10540	SCS II	XOVB	5216	FT	Filled
12999	SCSII	XOVB	5216	FT	Filled
13001	SCSII	XOVB	5216	FT	Filled
13004	SCSII	XOVB	5216	FT	Filled
13005	SCSII	XOVB	5216	FT	Filled
10276	Social Casework Asst.	XDVB	5216	FT	Filled
10278	Social Casework Asst.	XDVB	5216	FT	Filled
10279	Social Casework Asst.	XDVB	5216	FT	Filled
10281	Social Casework Asst.	XDVB	5216	FT	Filled
10282	Social Casework Asst.	XDVB	5216	FT	Filled
10908	Social Casework Asst.	XDVB	5216	FT	Filled
2031	Social Work Sup. II	X0HA	5216	FT	Vacant
3936	Social Work Sup. II	X0HA	5216	FT	Filled
3991	Social Work Sup. II	X0HA	5216	FT	Filled
3992	Social Work Sup. II	X0HA	5216	FT	Filled
3996	Social Work Sup. II	X0HA	5216	FT	Filled
4966	Social Work Sup. II	X0HA	5216	FT	Filled
6362	Social Work Sup. II	X0HA	5216	FT	Filled
6560	Social Work Sup. II	X0HA	5216	FT	Filled
10358	Social Work Sup. II	X0HA	5216	FT	Filled
11105	Social Work Sup. II	X0HA	5216	FT	Vacant
13152	Social Work Sup. II	X0HA	5216	FT	Filled
4871	SS Program Analyst	X4SH	5216	FT	Filled
13311	Translator	J9WG	5216	FT	Vacant
4387	SCS I	XOWB	5218	FT	Filled
4779	Social Worker	X0VC	5218	FT	Vacant
13575	Admin. Aide	AP7A	5220	FT	Vacant
13406	Clerk - Senior	JWXC	5220	FT	Filled
10900	CWS/CMS Support Asst.	XATA	5220	FT	Vacant
13616	Social Work Sup. II	X0HA	5220	FT	Vacant
10359	Social Work Sup. II	X0HA	5222	FT	Vacant
11545	Aging & Adult Sr. Staff Asst.	XQWC	5278	FT	Filled
5102	Social Work Sup. I	X0HB	5278	FT	Vacant
11073	SCS II	XOVB	5308	FT	Vacant
4072	SCS II	XOVB	5309	FT	Filled

CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)

ATTACHMENT #B-4.5

DEPARTMENT: *Employment and Human Services*

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
4788	Clerk - Experienced	JWXB	5311	FT	Vacant
13376	Clerk - Experienced	JWXB	5311	FT	Vacant
12310	Secretary - Journey Level	J3TF	5311	FT	Filled
4941	Social Work Sup. I	X0HB	5311	FT	Filled
4778	Social Worker	X0VC	5311	FT	Filled
10914	Social Worker	X0VC	5311	FT	Vacant
12476	Social Worker	X0VC	5311	FT	Filled
13293	Social Worker	X0VC	5311	FT	Filled
12176	EHS Program Integrity Asst.	XQSN	5316	FT	Filled
4314	Calwin Onsite Support Spec.	XQVD	5330	FT	Filled
5090	Social Worker	X0VC	5330	FT	Vacant
5038	Aging & Adult Sr. Staff Asst.	XQWC	5336	FT	Filled
5716	ASA III	APTA	5336	FT	Vacant
12747	Clerical Supervisor	JWHF	5336	FT	Filled
4187	Clerk - Experienced	JWXB	5336	FT	Vacant
4384	Clerk - Experienced	JWXB	5336	FT	Vacant
6351	Clerk - Experienced	JWXB	5336	FT	Vacant
13384	Clerk - Experienced	JWXB	5336	FT	Vacant
10388	Community Outreach Aide	XDWE	5336	FT	Filled
12175	EHS Program Integrity Asst.	XQSN	5336	FT	Filled
12178	EHS Program Integrity Asst.	XQSN	5336	FT	Filled
12174	EHS Program Integrity Coord.	XQHF	5336	FT	Filled
13436	EW II	XHVA	5336	FT	Filled
4856	EW Spec.	XHTB	5336	FT	Vacant
5143	SS Program Asst.	XOSA	5336	FT	Vacant
13399	Clerk - Experienced	JWXB	5450	FT	Vacant
13409	Clerk - Senior	JWXC	5450	FT	Vacant
13412	Clerk - Senior	JWXC	5450	FT	Vacant
13414	Clerk - Senior	JWXC	5450	FT	Vacant
4489	EW Spec.	XHTB	5450	FT	Vacant
12772	EW Spec.	XHTB	5450	FT	Vacant
5091	Social Worker	X0VC	5450	FT	Vacant
13697	SS Program Analyst	X4SH	5450	FT	Filled
6440	SS Program Asst.	XOSA	5450	FT	Vacant
5127	Calwin Onsite Support Spec.	XQVD	5452	FT	Filled
4166	Clerk - Senior	JWXC	5452	FT	Vacant
4179	Clerk - Senior	JWXC	5452	FT	Vacant
4429	Clerk - Senior	JWXC	5452	FT	Vacant

CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)

ATTACHMENT #B-4.6

DEPARTMENT: *Employment and Human Services*

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
10798	Clerk - Senior	JWXC	5452	FT	Vacant
4425	EHS Division Mgr. (WFS)	XADD	5452	FT	Filled
12177	EHS Program Integrity Asst.	XQSN	5452	FT	Vacant
4561	EW I	XHWA	5452	FT	Vacant
12967	EW I	XHWA	5452	FT	Vacant
13428	EW II	XHVA	5452	FT	Filled
4525	EW Spec.	XHTB	5452	FT	Vacant
4703	EW Spec.	XHTB	5452	FT	Vacant
12244	EW Spec.	XHTB	5452	FT	Vacant
12775	EW Spec.	XHTB	5452	FT	Vacant
4225	EW Sup.	XHHA	5452	FT	Vacant
4232	EW Sup.	XHHA	5452	FT	Vacant
3967	Secretary - Journey Level	J3TF	5452	FT	Vacant
4002	Social Worker	X0VC	5452	FT	Vacant
4676	Social Worker	X0VC	5452	FT	Vacant
4865	Social Worker	X0VC	5452	FT	Filled
13145	Social Worker	X0VC	5452	FT	Filled
13146	Social Worker	X0VC	5452	FT	Filled
4927	SS Program Asst.	XOSA	5452	FT	Vacant
5108	SS Program Asst.	XOSA	5452	FT	Vacant
5230	SS Program Asst.	XOSA	5452	FT	Vacant
6303	SS Program Asst.	XOSA	5452	FT	Vacant
6437	SS Program Asst.	XOSA	5452	FT	Vacant
13550	Transportation Srvc. Mgr.	XQHG	5452	FT	Filled
10495	Workforce Srvs. Spec.	XANA	5452	FT	Vacant
4770	Social Worker	X0VC	5458	FT	Filled
4938	GA Hearing Rep	XHSA	5459	FT	Filled
5152	SS Program Asst.	XOSA	5459	FT	Vacant

**CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)**

ATTACHMENT #B-5

DEPARTMENT: General Services

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
1961	Grounds Resource Center Attendant	GPWD	4036	FT	Vacant

**CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)**

ATTACHMENT #B-6

DEPARTMENT: Health Services

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
<i>California Children's Services:</i>					
8255	Account Clerk-Experienced Level	JDVC	5890	FT	Filled
9444	Eligibility Work Specialist	XHTB	5890	FT	Filled
8383	Eligibility Work Specialist	XHTB	5890	1/40	Vacant
7761	Medical Social Worker II	X4VH	5890	20/40	Filled
<i>Services to EHSD Aging and Adult</i>					
10885	Public Health Nurse	VVXA	5898	20/40	Filled
8303	Public Health Nurse	VVXA	5898	20/40	Filled
8726	Public Health Nurse	VVXA	5803	5/40	Vacant
9056	Public Health Nurse	VVXA	5846	1/40	Vacant
10301	Public Health Nurse	VVXA	5821	1/40	Vacant
11985	Public Health Nurse	VVXA	5752	1/40	Vacant
11430	Public Health Nurse	VVXA	5797	1/40	Vacant

**CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)**

ATTACHMENT #B-7

DEPARTMENT: Human Resources

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
13266	Senior Human Resources Consultant	AGTF	1351	FT	Vacant

**CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)**

ATTACHMENT #B-8

DEPARTMENT: County Administration

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
<i>Office of Revenue Collections - Services Provided to EHSD Under Contract:</i>					
10590	Collection Enforcement Officer I	SMWJ	1260	40/40	Filled
266	Collection Enforcement Officer II	SMVD	1260	20/40	Filled
	<u>Reduce hours from 40/40 to 20/40</u>				
273	Clerk-Experienced Level	JWXB	1260	20/40	Filled
244	Account Clerk-Experienced Level	JDVC	1260	20/40	Filled

**CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED
Effective: December 31, 2008
(Unless Otherwise Noted)**

ATTACHMENT #B-9

DEPARTMENT: Probation Department

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>	<u>Vacant/Filled</u>
<i>Probation Programs - 0308</i>					
756	Children's Svcs Clerical Spc.	J9SC	3050	40/40	Filled
9996	Deputy Probation Officer III	7ATA	3063	40/40	Vacant
13212	Deputy Probation Officer III	7ATA	3075	40/40	Vacant
13213	Deputy Probation Officer III	7ATA	3075	40/40	Vacant
13214	Deputy Probation Officer III	7ATA	3075	40/40	Vacant
13204	Deputy Probation Officer III	7ATA	3060	40/40	Vacant
<i>Probation Facilities - 0309</i>					
6501	Probation Counselor III-PI	7KTB	3120	40/40	Filled
6502	Probation Counselor III-PI	7KTB	3160	40/40	Filled
2015	Probation Counselor III-PI	7KTB	3160	40/40	Filled

ADDENDUM
December 16, 2008, Agenda Item D.7

On this day, the Board of Supervisors considered acknowledging Resolution No. 2008/299 adopted May 6, 2008, authorizing the Human Resources Department to implement the Tactical Employment Team Program (TETP), whose objective is to mitigate the negative impact that anticipated layoffs will have on the County's workforce; considered adopting Position Adjustment Resolution No. 2008/764, authorizing the deletion and addition of certain positions in affected County departments, as approved by the Board of Supervisors on December 16, 2008; directing the County Administrator to return to the Board with additional information regarding short and long-term budget balancing options and a report from the County Assessor on assessment activity; and acknowledging that further State reductions and economic impacts will require subsequent adjustments to the Fiscal Year 2008/09 Budget.

David J. Twa, County Administrator, presented the staff report.

The Chair called for public comment and the following people spoke:

Carl Webb, IFPTE Local 21;
Teresa Notarmaso, Local 21;
Aryln Erdman, Local 1;
Richard Cabral, AFSCME Local 512;
Lois McKinney, SEIU 1021;
John Hurlbut, IFTPE Local 21; and
Matt Pope, IFTPE Local 21.

Supervisor Bonilla said it is important to note that the County would not choose to make cuts in this way at this time but it is the only option considering the way the State Budget has been handled.

Supervisor Gioia added that the budget crisis will continue and the County will need to continue to take actions accordingly.

Supervisor Uilkema noted the need to get some negotiable options on the table, such as a 1% pay cut.

By a unanimous vote of 5-0 with none absent, the Board of Supervisors took the following actions:

ACKNOWLEDGED Resolution No. 2008/299 adopted May 6, 2008, authorizing the Human Resources Department to implement the Tactical Employment Team Program, whose objective is to mitigate the negative impact that anticipated layoffs will have on the County's workforce; ADOPTED Position Adjustment Resolution No. 2008/764 authorizing the deletion and addition of certain positions in affected County departments, as approved by the Board of Supervisors on December 16, 2008; DIRECTED the County Administrator to return to the Board with additional information regarding short- and long-term budget balancing options and a report from the County Assessor on assessment activity; and ACKNOWLEDGED that further State reductions and economic impacts will require subsequent adjustments to the Fiscal Year 2008/09 Budget.