

THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA

and for Special Districts, Agencies and Authorities Governed by the Board

Adopted this Resolution on 07/19/2016 by the following vote:

AYE: 4 **John Gioia**
Candace Andersen
Mary N. Piepho
Federal D. Glover

NO:

ABSENT: 1 **Karen Mitchoff**

ABSTAIN:

RECUSE:



Resolution No. 2016/468

Abolishing positions, laying off and re-appointing certain County Employees in the Employment and Human Services Department, Community Services Bureau's Head Start Center Based and Home Based programs

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

WHEREAS, the department will temporarily close the part-day, part-year Head Start Center Based, abolish positions, restart the programs and add the teaching positions at a later date; and

WHEREAS, the department will eliminate 72 preschool Home Based Program slots, abolishing seven Early Childhood Educator - Project positions, restarting the program with 12 preschool Home Based Program slots and adding one Early Childhood Educator - Project position; and

WHEREAS, the Department Head has issued layoff or displacement notices, as the case may be, and has begun giving notice to the affected employees of the Board's action; and

WHEREAS, the department has provided the six impacted former Early Childhood Educator - Project employees the opportunity to bid and be placed in other vacant project positions they qualify for; and

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

WHEREAS, Resolution No. 2016/468 rescinds and supersedes in its entirety Resolution No. 2016/314, which was adopted by the Board of Supervisors on April 12, 2016.

Now, Therefore, Be It Resolved:

1. The positions set forth in the attached list A-1 will be abolished and the employees laid-off. List A-1 is incorporated herein by reference, and said positions are hereby abolished, effective on the date indicated.
2. The positions set forth in the attached list A-2 will be re-established. List A-2 is incorporated herein by reference, and said positions are hereby re-established, effective on the date indicated.
3. The Employee Relations Officer shall give notice of this Resolution to all recognized employee organizations representing employees impacted by this action.
4. Recognized employee organizations may submit to the Employee Relations Officer written request to meet and confer on specific proposals with respect to this Resolution and/or 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 decisions involve the merits, necessity, or organization of services or activities of the County and districts governed by the Board and are not subject within the scope of representation.

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.

Contact: **Camilla Rand**, Community Services Bureau Director, (925) 681-6300

ATTESTED: July 19, 2016

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: *Chris Heck*
Chris Heck, Deputy



ATTACHMENT A-1

RESOLUTION NO. 2016/468

CONTRA COSTA COUNTY
POSITIONS TO BE ABOLISHED

Effective: May 13th, 2016

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>
16130	Early Childhood Educator	9MW4	1419	FT	Filled
16131	Early Childhood Educator	9MW4	1419	FT	Filled
16132	Early Childhood Educator	9MW4	1419	FT	Filled
16133	Early Childhood Educator	9MW4	1419	FT	Filled
16134	Early Childhood Educator	9MW4	1419	FT	Filled
16135	Early Childhood Educator	9MW4	1419	FT	Filled
16136	Early Childhood Educator	9MW4	1419	FT	Filled
16142	Teacher	CJN1	1457	FT	Filled
16143	Teacher	CJN1	1457	FT	Filled
16140	Teacher	CJN1	1486	FT	Filled
16152	Teacher	CJN1	1486	FT	Filled
16138	Teacher	CJN1	1488	FT	Filled
15480	Teacher	CJN1	1488	FT	Filled
16139	Teacher	CJN1	1422	FT	Filled
16154	Teacher	CJN1	1422	FT	Filled
16147	Teacher	CJN1	1438	FT	Filled
16153	Teacher	CJN1	1484	FT	Filled
16151	Teacher	CJN1	1484	FT	Filled
13319	Teacher	CJN1	1438	FT	Filled
16141	Teacher	CJN1	1445	FT	Filled
16150	Teacher	CJN1	1427	FT	Filled
16149	Teacher	CJN1	1427	FT	Filled
16148	Teacher	CJN1	1427	FT	Filled
16144	Teacher	CJN1	1458	FT	Filled
16146	Teacher	CJN1	1458	FT	Filled
13318	Teacher	CJN1	1458	FT	Filled
14806	Master Teacher	CJT1	1458	FT	Filled
16155	Master Teacher	CJT1	1427	FT	Filled
16156	Master Teacher	CJT1	1445	FT	Filled

ATTACHMENT A-2

RESOLUTION NO. 2016/468

CONTRA COSTA COUNTY
POSITIONS TO BE ESTABLISHED
Effective: August 22nd, 2016

DEPARTMENT: Employment and Human Services

<u>Pos #</u>	<u>Classification</u>	<u>Class Code</u>	<u>Org #</u>	<u>FT/PT</u>
	Early Childhood Educator	9MW4	1419	FT
	Teacher	CJN1	1457	FT
	Teacher	CJN1	1457	FT
	Teacher	CJN1	1486	FT
	Teacher	CJN1	1486	FT
	Teacher	CJN1	1488	FT
	Teacher	CJN1	1488	FT
	Teacher	CJN1	1422	FT
	Teacher	CJN1	1422	FT
	Teacher	CJN1	1438	FT
	Teacher	CJN1	1484	FT
	Teacher	CJN1	1484	FT
	Teacher	CJN1	1438	FT
	Teacher	CJN1	1445	FT
	Teacher	CJN1	1427	FT
	Teacher	CJN1	1427	FT
	Teacher	CJN1	1427	FT
	Teacher	CJN1	1458	FT
	Teacher	CJN1	1458	FT
	Teacher	CJN1	1458	FT
	Master Teacher	CJT1	1458	FT
	Master Teacher	CJT1	1427	FT
	Master Teacher	CJT1	1445	FT