



**Contra
Costa
County**

To: Board of Supervisors
From: Kathy Gallagher, Employment & Human Services Director
Date: April 14, 2015

Subject: Lay off Employees and Abolish and Restore Positions in the EHSD/CSB Part Day-Part Year Programs

RECOMMENDATION(S):

ADOPT Resolution No. 2015/100 to:

- A. APPROVE and AUTHORIZE the Employment and Human Services Director, or designee, to temporarily close part-day, part-year Head Start Center Based preschool classrooms and the Home Based Program during low enrollment summer period by close of business day May 15, 2015.
- B. ABOLISH project positions and lay off employees in the Employment and Human Services Department, Community Services Bureau as specified in Attachment A-1, effective close of business day May 15, 2015.
- C. RE-ESTABLISH project positions as specified in Attachment A-2, effective August 24, 2015

FISCAL IMPACT:

Upon approval there will be no fiscal impact from implementing these recommendations. The fiscal year funding received anticipates that part-day, part-year classrooms and Home

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **04/14/2015** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I
Supervisor
Candace Andersen, District II
Supervisor
Mary N. Piepho, District III
Supervisor
Karen Mitchoff, District IV
Supervisor

ABSENT: Federal D. Glover, District V
Supervisor

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: April 14, 2015

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

By: Chris Heck, Deputy

Contact: Reni Radeva (925)
681-6321

Based Program will be closed during the summer months. The closure of the part day, part year

FISCAL IMPACT: (CONT'D)

Head Start Center Based and Home Based Programs is scheduled in the operation of the child care program, and the savings from the closure are incorporated into the Community Services Bureau's budget.

BACKGROUND:

The Head Start Center Based and the Home Based programs operate on a nine-month schedule. Teacher-Project and Early Childhood Educator-Project positions, funded through the Administration for Children and Families grant, will be eliminated by the closing of business day May 15, 2015 to August 23, 2015.

In order to keep expenditures within available funding and to keep staffing at the level necessary for efficient operation, it is necessary to abolish the positions described in Attachment A-1 on the dates indicated. Positions required to support the Head Start Center Based and Home Based program for the 2015-2016 program year will be re-established in August 2015 as indicated on Attachment A-2.

CONSEQUENCE OF NEGATIVE ACTION:

Failure to close the part-day, part year preschool classrooms and the Home Based Program during the summer months of 2015, may result in fiscal deficit for the Community Services Bureau of the Employment and Human Services Department.

CHILDREN'S IMPACT STATEMENT:

Community Services Bureau supports all five outcomes establish by the Children's Report Card: (1) Children Ready for and Succeeding in School; (2) Children and Youth Healthy and Preparing for Productive Adulthood; (3) Families that are Economically Self Sufficient; (4) Families that are Safe, Stable and Nurturing; and (5) Communities that are Safe and Provide a High Quality of Life for Children and Families. Both the part-day, part-year Head Start Center Based preschool program and the Home Based Program support all five outcomes listed above.

ATTACHMENTS

Resolution No. 2015/100

Positions to be Abolished and Re-established