



COUNTY OF SAN DIEGO

AGENDA ITEM

BOARD OF SUPERVISORS

2

GREG COX
First District

DIANNE JACOB
Second District

PAM SLATER-PRICE
Third District

RON ROBERTS
Fourth District

BILL HORN
Fifth District

DATE: June 15, 2010

TO: Board of Supervisors

SUBJECT: WORKFORCE REDUCTION PLAN FOR THE OFFICE OF THE PUBLIC DEFENDER (District: All)

SUMMARY:

Overview

The Dependency Representation services provided by the Dependency Division of the Office of the Public Defender were funded through a contract with the State of California Administrative Office of the Court. Due to the expiration of this contract on June 30, 2010 and the loss of funding for these services, the Office of the Public Defender finds it necessary to eliminate these services and reduce positions assigned to the Dependency Division. This document reflects the Public Defender's proposed reduction of 63 positions. Of the reductions proposed, 62 positions are in the classified service and this total includes 55 encumbered positions. In addition, one unclassified encumbered position is also being eliminated. As a result, there will be a need to layoff employees in the classified service due to lack of work and funds. The Department of Human Resources will make every effort to assist with the transition of impacted employees.

Recommendation(s)

CHIEF ADMINISTRATIVE OFFICER

Adopt the resolution making the determination, pursuant to Section 14.1.1 of the Civil Service Rules, that it is necessary due to a lack of work and funds to reduce the number of staff in specified classified positions in the Dependency Division of the Office of the Public Defender.

Fiscal Impact

This action will result in the deletion of 63 staff years and associated salary and benefit costs of approximately \$7.4 million in Fiscal Year 2010-11. The necessary budget adjustments will be addressed in a separate board action, most likely following the adoption of the Fiscal Year 2010-11 budget in order to provide sufficient time to resolve various administrative details pertaining to the termination of the dependency representation services.

SUBJECT: WORKFORCE REDUCTION PLAN FOR THE OFFICE OF THE PUBLIC DEFENDER

Business Impact Statement

N/A

Advisory Board Statement

N/A

BACKGROUND: Reductions in the classified service are proposed as follows:

A4270 Public Defender

Due to the loss of the contract and funding by the State of California Administrative Services Office of the Court for Dependency Representation services, the specialized legal services provided by the Dependency Division of the Office of the Public Defender will be eliminated. This will result in a sub-organizational reduction of attorney positions in the Dependency Division within the Office of the Public Defender, and a department-wide reduction of all other positions.

Civil Service Commission Approval: June 2, 2010

LIST OF ENCUMBERED POSITIONS BEING REDUCED

| Union Code | Job Code | Job Code Title | # Of Encumbered Positions Reduced |
|------------|----------|------------------------------|-----------------------------------|
| CL | 002715 | Records Clerk | 1 |
| CL | 002729 | Office Support Specialist | 1 |
| MM | 002730 | Sr Office Assistant | 2 |
| MM | 002777 | Criminal Legal Secretary III | 1 |
| CL | 002782 | Legal Support Assistant I | 2 |
| CL | 002783 | Legal Support Assistant II | 1 |
| CL | 002784 | Legal Support Assistant III | 3 |
| PD | 003911 | Dep Public Defender II | 1 |
| PD | 003912 | Dep Public Defender III | 12 |
| PM | 003913 | Dep Public Defender IV | 2 |
| PD | 003918 | Dep Alt Public Defender I | 6 |
| PD | 003919 | Dep Alt Public Defender II | 6 |
| PD | 003920 | Dep Alt Public Defender III | 7 |
| PM | 003921 | Dep Alt Public Defender IV | 1 |
| PM | 003922 | Dep Alt Public Defender V | 1 |
| PS | 005764 | Public Defender Invest I | 1 |
| PS | 005770 | Child Advocacy Investgr II | 6 |
| PS | 005771 | Child Advocacy Investgr III | 1 |

One encumbered position in the unclassified service is being eliminated as follows:

| | | | |
|----|--------|-------------------------------|---|
| UM | 000370 | Chief Deputy, Public Defender | 1 |
|----|--------|-------------------------------|---|

Total Encumbered Positions 56

SUBJECT: WORKFORCE REDUCTION PLAN FOR THE OFFICE OF THE PUBLIC DEFENDER

LIST OF VACANT POSITIONS BEING REDUCED

| Union Code | Job Code | Job Code Title | # Of Vacant Positions Reduced |
|-------------------------------|----------|-----------------------------|-------------------------------|
| PS | 003912 | Dep Public Defender III | 1 |
| PS | 005765 | Public Defender Invest II | 3 |
| PS | 002783 | Legal Support Assistant II | 1 |
| PS | 002784 | Legal Support Assistant III | 1 |
| MM | 002785 | Legal Support Supervisor I | 1 |
| Total Vacant Positions | | | 7 |

Linkage to the County of San Diego Strategic Plan

These actions are aligned with the County of San Diego Strategic Initiatives for 2010-2015, Safe and Livable Communities, the Environment and Kids. Approval of the recommendation allows the County to maintain a skilled, adaptable and diverse workforce dedicated to sustaining operational excellence and serving as enablers to these Strategic Initiatives.

Respectfully submitted,

WALTER F. EKARD
Chief Administrative Officer

ATTACHMENT(S)
Resolution

SUBJECT: WORKFORCE REDUCTION PLAN FOR THE OFFICE OF THE PUBLIC DEFENDER

AGENDA ITEM INFORMATION SHEET

REQUIRES FOUR VOTES: Yes No

PREVIOUS RELEVANT BOARD ACTIONS:
N/A

BOARD POLICIES APPLICABLE:
N/A

BOARD POLICY STATEMENTS:
N/A

ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):
N/A

ORIGINATING DEPARTMENT: Department of Human Resources

CONTACT PERSON(S):

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SUBJECT: WORKFORCE REDUCTION PLAN FOR THE OFFICE OF THE PUBLIC DEFENDER

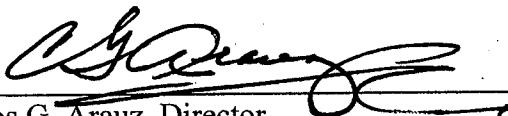
AGENDA ITEM INFORMATION SHEET
(continued)

CONCURRENCE(S):

| | | | | |
|--|-------------------------------------|-----|-------------------------------------|-----|
| COUNTY COUNSEL REVIEW | <input checked="" type="checkbox"/> | Yes | <i>of</i> | |
| Written Disclosure per County Charter Section 1000.1 Required | <input type="checkbox"/> | Yes | <input checked="" type="checkbox"/> | No |
| GROUP/AGENCY FINANCE DIRECTOR | <input checked="" type="checkbox"/> | Yes | <input type="checkbox"/> | N/A |
| CHIEF FINANCIAL OFFICER | <input checked="" type="checkbox"/> | Yes | <input type="checkbox"/> | N/A |
| GROUP/AGENCY INFORMATION TECHNOLOGY DIRECTOR | <input type="checkbox"/> | Yes | <input checked="" type="checkbox"/> | N/A |
| COUNTY TECHNOLOGY OFFICE | <input type="checkbox"/> | Yes | <input checked="" type="checkbox"/> | N/A |
| GROUP/AGENCY HUMAN RESOURCES DIRECTOR - PUBLIC SAFETY GROUP | <input checked="" type="checkbox"/> | Yes | <input type="checkbox"/> | N/A |
| DEPARTMENT OF HUMAN RESOURCES | <input checked="" type="checkbox"/> | Yes | <input type="checkbox"/> | N/A |

Other Concurrence(s): N/A

AUTHORIZED REPRESENTATIVE:



Carlos G. Arauz, Director

COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
2010 JUN 7 PM 3 11
TERRAS, CLERK OF THE BOARD OF SUPERVISORS

RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SAN DIEGO
DETERMINING THE NECESSITY THROUGH LACK OF WORK OR FUNDS TO REDUCE THE
NUMBER OF STAFF IN SPECIFIED CLASSIFIED POSITIONS IN THE DEPARTMENT OF THE
PUBLIC DEFENDER

WHEREAS, the Board of Supervisors accepted the County of San Diego's Fiscal Year 2010-2011 Budget and is scheduled to be adopted in early August 2010; and

WHEREAS, due to the loss of the funding from the State of California, Administrative Office of the Court, the County is no longer able to deliver the specialized legal services provided by the Dependency Divisions within the Office of the Public Defender resulting in the immediate need to reduce the number of employees in specified classified positions in this Resolution for the Office of the Public Defender; and

WHEREAS, it is necessary to reduce a number of employees because the County positions to be deleted due to lack of work and lack of funds, as required by the Budget, are filled by employees in the classified service; and

WHEREAS, pursuant to County of San Diego Civil Services Rule XIV, Section 14.1.1., the Board of Supervisors must determine that it is necessary through lack of work and funds to reduce the number of employees in any classified position;

NOW, THEREFORE, IT IS HEREBY RESOLVED AND DETERMINED that it is necessary due to lack of work and lack of funds to reduce the number of employees in classified positions, which number amounts to 55 impacted employees, in classes within the Department of the Public Defender as reflected in the Fiscal Year 2010-2011 Budget.

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY _____

