

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
ACTION AGENDA SUMMARY

DEPT: Animal Services *Adillon*

BOARD AGENDA # \*B-1

Urgent  Routine  *RF*

AGENDA DATE June 22, 2010

CEO Concurs with Recommendation YES  NO   
(Information Attached)

4/5 Vote Required YES  NO

SUBJECT:

Approval of the Reduction-in-Force of One Filled Full-Time Position in the Stanislaus Animal Services Agency Effective September 11, 2010

STAFF RECOMMENDATIONS:

1. Approve the reduction-in-force of one filled full-time position in the Stanislaus Animal Services Agency, as outlined in the Staffing Impacts section of this report, effective September 11, 2010.
2. Amend the Salary and Position Allocation Resolution to reflect the changes as outlined in the Staffing Impacts section of this report effective September 11, 2010.

FISCAL IMPACT:

Prior to Stanislaus Animal Services Agency becoming a joint Powers Agency (JPA), Stanislaus County held the Department to budget cuts from the General Fund. It is important to note that during the 2008-2009 Fiscal Year, Departments were requested to have a 3% savings in their Net County Cost, and 12% General Fund revenue reduction from the Adopted 2009-2010 Final Budget.

BOARD ACTION AS FOLLOWS:

No. 2010-372

On motion of Supervisor Chiesa, Seconded by Supervisor Monteith

and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Monteith, DeMartini, and Chairman Grover

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) \_\_\_\_\_ Denied

3) \_\_\_\_\_ Approved as amended

4) \_\_\_\_\_ Other:

MOTION:

*Christine Ferraro*

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

**FISCAL IMPACT:** (Continued)

During this time, the Department maintained current staffing levels and funded health insurance, retirement, cost of living (COLA), and performance evaluation increases through the use of salary savings from the vacancies. The City of Modesto, a JPA partner, recently elected not to utilize canvassing services due to economics. This amount leaves the Agency with a revenue short fall of \$134,625 for the 2010-2011 fiscal year. With the recent budget shortfall the Agency can no longer maintain current staffing levels and is requesting the Board to approve a reduction-in-force action.

**DISCUSSION:**

In October 2009, the County and partnering Cities became a Joint Powers Agency (JPA). Under the agreement, each of the member agencies is required to pay their proportional share of operational shelter costs. In addition, member agencies may elect to pay for additional services such as canvassing and field services. In a recent meeting, the City of Modesto notified the JPA Board that due to the economic down turn, the City of Modesto would elect to utilize their own staff for canvassing. The original cost of canvassing to the City of Modesto was \$134,625 for the 2010-2011 fiscal year. This amount has now been deducted from the City of Modesto, however it has caused a shortfall in the Stanislaus Animal Services Agency budget.

In addition, the Stanislaus Animal Services Agency was notified by the County Auditor Controller that there will be an increase in the Cost Allocation Plan (CAP) charges effective January 1, 2011, in the amount of \$59,370 for becoming an Agency fund. This additional expenditure, as well as other newly identified costs resulting from transitioning into the new shelter, will be brought back to the JPA at mid-year. Upon further analysis of the current 2009-2010 revenue, approximately \$54,000 of additional revenue was identified from fees collected from the public outside of the JPA partner jurisdictions that was not projected into the 2010-2011 budget. The Agency will use this revenue to offset any newly identified expenditures. The Agency will also work very diligently to explore any new potential revenues as well as eliminate any non-critical expenditures.

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Based on current county and city share resources, the Agency is recommending to reduce overall staffing costs. It is recommended in order to maintain the budget, the Agency will need to delete a Staff Services Coordinator position. The Staff Services Coordinator at Stanislaus Animal Services Agency works on public education, with the Rescue agencies and places animals into foster care. This position has proven very effective in dealing with issues and complaints from the public. The Agency will continue to work with less, providing the best customer service possible.

The recommendation to approve the reduction-in-force of one full-time funded position in the Stanislaus Animal Services Agency budget was unanimously approved by those in attendance at the JPA meeting scheduled on June 10, 2010. Those not in attendance were the City of Hughson and City of Patterson.

**POLICY ISSUES:**

The Board of Supervisors should determine if approval of staff's recommendation meets its stated priority to promote the Efficient Delivery of Public Services and a Safe Community.

**STAFFING IMPACT:**

As of the approved 2010-2011 Recommended Proposed Budget effective July 3, 2010, there are 33 full-time allocated positions in the Animal Services budget unit. Of those, 32 are currently filled while one position remains vacant. This report includes the recommendation to delete one filled allocated full-time position requiring approval of a reduction-in-force action. Table 1 reflects the detail of the position recommended for deletion as part of this item. It is recommended the Salary and Position Allocation Resolution be amended to reflect these changes effective September 11, 2010.

Table 1:

Position Number	Allocated Position	Filled Classification	Recommendation
10950	Staff Services Coordinator	Staff Services Coordinator	Delete Position

Recognizing the potential impact this recommendation may have on the County's workforce, representatives from the Chief Executive Office/Human Resources

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Division have discussed the potential impacts of this action with the affected labor organization. Chief Executive Office staff will work with the affected employee regarding any opportunities available within the organization. To assist the staff affected by this change in operations and staffing, the Stanislaus Animal Services Agency will have Workplace Wellness and the Alliance Worknet (Employment and Training Department) available should staff wish to seek their assistance and support.

**CONTACT PERSON:** Annette Patton 209-342-1740