

Minutes For June 30, 2003 - Budget Hearings

The Solano County Board of Supervisors met in adjourned session on this day at 9:01 a.m. for the purpose of discussing the budget for fiscal year 2003/2004. The meeting was called to order by Chairman Kromm followed by the Pledge of Allegiance and a moment of silence. All Members were present.

(Item 4) RESOLUTION NO. 2003-152 ADOPTING THE MAXIMUS PARAPROFESSIONAL AND PROFESSIONAL STUDY, ADOPTED

Director of Human Resources Yolanda Irigon introduced the committee members, reviewed the information contained in the Agenda Submittal from her department dated June 30, 2003, incorporated herein by reference, regarding adopting the Maximus Paraprofessional and Professional Study for employees represented by SEIU, Local 1280, employees represented by Public Employees' Union (PEU) Local One, Unit 16 – Mid Managers and unrepresented employees in the Senior Management Group and Confidential Group. Ms. Irigon gave an overview for the study, methodology of the study, conditions of the side letter, and the 24-month process.

Art Grubel, Executive Director SEIU Local 1280, noted some people are not happy with the study, some areas may still need changes, different methods, surprised at the results of the study, about 70% of his members will receive a pay increase and about 30% will be "Y" rated, and the timing for this is bad in light of the State fiscal problems.

John Stallsmith, Public Employees Local One, noted how difficult this study has been, discussed the pay inequities and compaction issues that have existed for the Mid-Managers, some classifications that still need work, ratification of the agreement by the union membership, and urged the Board to adopt the matter. Responding to questions posed by Chairman Kromm regarding financing for the increases, and the temporary pay differential for the nurses, Ms. Irigon noted the departments will have to absorb the increased costs, the temporary pay differential is being used to maintain the grade order for how the classifications are related, and further discussed how that will work.

Ja'Nita Becerra, Public Health Nurses, presented a written statement dated June 30, 2003, incorporated herein by reference, on behalf of the Public Health Nurses noting disagreement with the Maximus study proposals, grade order of classifications, job descriptions and the recommended salaries for the Public Health Nurses. Ms. Becerra requested the proposals be reevaluated.

There was a brief discussion regarding the number of vacancies, recruitment, and the pay differential for the different nursing classifications.

Skip Thomson, Assessor/Recorder, noted the study tries to address pay inequities and encouraged implementation of the study.

Diane Paulson, Procurement Services Officer General Services, provided an overview of a meeting from June 26, 2003, incorporated herein by reference, regarding results of this study. Most of the attendees felt that old job descriptions were used, that Maximus did not do the necessary research to provide a current standard of the job positions, and few updates were

incorporated from the information provided by employees. Ms. Paulson felt the person doing the oral interview regarding her position did not take the information provided, but used her own experience in the field but that really did not compare with the work being done here. Ms. Paulson voiced concern with renaming of the position and explained the differences between purchasing positions in the County, with pay ranges, with late notification of the salary ranges to the employees, questioned if there would be any further consideration of any discrepancies in the study, and requested if the matter is approved that there be some side issues to allow for further investigations that could be done during the coming year.

Responding to questions posed by Chairman Kromm regarding the notification to staff, and the point system used for classifications, Ms. Irigon noted the study results were released about a week ago, and explained the appeal process was based on job descriptions, the point factor system was originally proposed and used, and that the seven county salary surveys were used as an overlay to the point factor to determine salaries. The Union representatives acknowledged that the point factor system would be used.

Responding to questions posed by Chairman Kromm regarding employees voting on the package, Mr. Grubel discussed an agreement in the current Memorandum of Understanding (MOU) that this study would be done and the results would be accepted. There is really nothing to vote on.

Holly Garcia, Health Education Specialist, read a prepared statement dated June 29, 2003, incorporated herein by reference, signed by twelve other Health Educators, voiced concern regarding timing of the item before the Board, lack of input from affected staff, with inequities within the Health Education classification and across classes, recruitment and retention issues, and urged the study not be adopted and to direct Human Resources to conduct additional research on the Health Education series to remedy the flaws as outlined in the letter.

Supervisor Forney noted the committee was elected by the union membership as their representatives, that the same type of concerns were presented when the clerical portion of the Maximus Study was done, and that issues have been resolved after the clerical portion was approved.

Robin Cox, Health Education Manager, noted support for her staff and voiced concern with the large portion of staff that were "Y" rated and that at the same time the educational requirements have been increased. Historically there have been recruitment problems for the Health Education classifications, the concerns are similar to the nursing classifications, and Ms. Cox voiced concern with potential difficulties in future recruitments, noted the importance of the position, and feels there are some real problems in comparing the Health Educator classifications with other manager classifications within Health and Social Services. If the package is approved, Ms. Cox requested the nursing and the Health Education classifications are looked at again.

Responding to questions posed by Supervisor Kondylis regarding approving the study while excluding the three groups, Ms. Irigon suggested not doing that, since all the classifications are interwoven.

Supervisor Silva discussed good faith bargaining and follow through with

agreements, most parties are in agreement with the study, believes there are some inequities that could be corrected. Supervisor Silva voiced concern with how job classifications were written by Maximus for the clerical study, discussed the need to move forward cautiously, and there are areas that need further consideration.

Supervisor Forney noted this is a hard process, discussed her personal experience and how it affected her position as a Senior Public Health Laboratory Technician, the budget crisis, and feels the issues can be addressed. Responding to a questions posed by Chairman Kromm regarding adopting only a portion of the study, County Counsel Dennis Bunting noted that all the classifications in the study are interrelated, side agreements that are included and recommended the entire package be approved or rejected.

Supervisor Kondylis noted the many people that are getting the pay equity that they deserve, and there are no losers, even the people that are "Y" rated will not loose any pay as they would if in the private sector. The County is in the business of providing services to the public, and the way to keep good staff is to pay equitable salaries.

Chairman Kromm noted the 5 recommendations in the report and questioned the meaning of recommendation 5, Ms. Irigon noted classifications of people may have been hired after the start of the study that were not included, and recommendation 5 allows contracting with Maximus for those classifications to be studied.

Responding to questions posed by Chairman Kromm regarding the notation on Page 4 for the Director of Human Resources be authorized to enter into a maintenance contract with Maximus when needed, Ms. Irigon noted this would be on a per classification basis at a charge of \$200, and is also included in a side letter in the packet.

Chairman Kromm felt the process was dismal and slow, there have been many complaints, the timing is bad, and recommended that a full RFP/RFQ process is done prior to any future extensive classification studies. Management and labor need to be at the table to work through the process, Chairman Kromm feels the salaries for the nurses and health educators is way under the local pay scale, voiced concern with the temporary pay differential that does not address the situation with the nurses, and would like the health care professionals brought back to the Board.

Supervisor Vasquez noted overall many people will be getting pay increases, discussed recruitment and retention problems, the need to see how we can improve the delivery and quality of service we deliver, and the need to look at the health care pay issues.

Supervisor Kondylis noted the national problems for healthcare in the Country, and feels it is important to get the Public Health positions up to a rate that is competitive enough to entice people to work for Solano County and those that are here to stay.

Responding to questions posed by Supervisor Forney regarding the time frame to bring back further study of the three classifications questioned today, Supervisor Kondylis requested further study of the Nurses, Health Educators, and the Procurement position be brought back as soon as possible.

On motion of Supervisor Kondylis and seconded by Supervisor Vasquez, the Board acted to adopt Resolution No. 2003-152 Adopting the Maximus Paraprofessional and Professional Study, and to authorize the Director of Human Resources to enter into a maintenance contract with Maximus. So ordered by a vote of 5-0.

FY 2003/2004 BUDGET HEARINGS

(Item 6) BEILENSON HEARINGS CANCELLED

County Administrator Michael Johnson discussed the requirement and noticing to conduct Beilenson Hearings for the reduction in health services, noted noticing for the hearings was not placed at the front entrances of the facilities where the programs are located that are proposed for program cuts. To ensure adequate notice, Mr. Johnson suggested Beilenson Hearings not be conducted at this time, and recommended the Board add back the \$975,000 to fully fund all the programs that were slated for reductions.

(Item 5) FY2003/04 PROPOSED BUDGET OVERVIEW

County Administrator Michael Johnson reviewed a visual presentation of the highlights of the Fiscal Year 2003/2004 Proposed Budget, incorporated herein by reference, noted the many difficult decisions that have had to be made to balance this budget, the 16% budget increase that includes major capital projects, summary of the proposals used for consideration in development of the budget, the Spending Plan by Function, Spending Plan by Fund, Revenues by Source, the General Fund Spending Plan, Sources of Discretionary Revenue, 10 Year History of General Fund Reserves, Budget History & Permanent Position Summary, Permanent Position Allocation by Functional Area 1994 – 2003, and the Supplemental Budget Adjustments.

There were brief discussions regarding Williamson Act backfill funds, Intergovernmental State and Federal aid, using \$975,000 from reserves to backfill health services, conservative reserve projections, and set aside funding for the increase due to the Maximus Study.

BUDGET STUDY SESSION

Health And Social Services

Director of Health and Social Services Patrick Duterte presented an overall look at the budget outlook for his department, the proposal to add back \$1.8 million, and departmental layoffs.

Presentations were made by Assistant Director Stephan Betz, Health Officer Dr. Tom Charron, Deputy Director of Eligibility Services Anna Johnson, Deputy Directory of Employment Services Rosemary Lewis, Deputy Director of

Child Welfare Services Laura Fowler, Interim Deputy Director of Mental Health Kathy Cramer, Older and Disabled Adults Administrator Linda Watts, and Substance Abuse Administrator Del Royer.

PUBLIC COMMENT

Chairman Kromm opened the Public Hearing.

Rose Anne McLoughlin, New Horizons past client now volunteer, noted she has been in the system for 35 years, and noted the benefits she has gotten through New Horizons.

The following people spoke in support of maintaining funding for Faith in Action: Rev. Ruby Rose Becker, Shirley Stacy, Rev. Robert Fuentes who also submitted approximately 1,000 letters and petitions of support to maintain funding, and Mary Coller for Robbin Graffam.

The following people spoke on behalf of the Children's Network and the multiple services provided: Cynthia Kay on behalf of Mary Dickey, Kim Thomas, Kim Johnson, and Rosemary Kennedy. There was a short discussion relative to the contracts that were being cut, and follow up information that is to be provided to the Board.

The following people spoke regarding homelessness; Patrick Melchert; regarding Mission Solano and shower services, Michael Bostock, and Ron Marlette spoke.

The following people spoke regarding maintaining funding for Mental Health Programs; for NAMI Jodi Kautz and Marilyn Billingslea; for New Horizons Cindy Kohrt and Tommy Lau; and for Caminar Solano Roger Wiere.

Karl Phillipps spoke regarding adding funding for the Welfare Fraud Investigators.

The following people spoke regarding not diverting the Tobacco Master Settlement Agreement (MSA) Funding from previous commitments; Benicia Police Chief Jim Trimble, Katie Ricklefs, and Tim Crew.

Public Guardian Gail Lamkins voiced concern for the Public Administrator/Public Guardian/Public Conservator funding.

The following persons spoke regarding layoffs: Executive Director SEIU Local 1280 Art Grubel, and for Local 1 John Stallsmith

The following people spoke on behalf of the Partnership Health Plan: Darnice Richmond and Beverly Franklin.

BUDGET STUDY SESSION:

Discussion followed regarding an Inter-Governmental Transfer Agreement between the Partnership Healthplan the State of California and the County; Drug Court, the FACT Team, and Department of Child Support Services.

FURTHER FUNDING CONSIDERATIONS

Throughout the day the following items were added to a list for further

consideration of funding: Faith in Action, New Horizons, Children's Network, Mission Solano-Showers, Homeless Programs, Caminar Contract, Welfare Fraud Investigators, Public Guardian, FACT Team, IGT Administration Fee, Mentally III Offender Crime Reduction Program (MIOCR) Drug Court.

ADJOURN - This meeting of the Board of Supervisors adjourned at 4:58 p.m.

Duane Kromm, Chairman

Maggie Jimenez
Clerk to the Board of Supervisors