



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: RES 12-0098, **Version:** 1

Adopt Resolution to:

- a. Approve the transfer of the administrative organizational reporting structure of the Office for Employment Training from the Department of Social and Employment Services to the Economic Development Department;
- b. Amend Personnel Policies and Practices Resolution No. 98-394 to re-title the classification of Economic Development/WIB Director to Economic Development Director and amend Section A.10.1 Department Heads Designated as indicated in Attachment A;
- c. Approve the re-titling of the Department of Social and Employment Services to the Department of Social Services; and
- d. Authorize the County Administrative Officer and Auditor Controller to take the necessary action to program the Advantage system to implement these actions including the transfer of positions, appropriations and units as well as the accounting structure and levels of the appropriation control effective July 1, 2013 (4/5ths vote required). (CONTINUED VIA ADDITIONS AND CORRECTIONS TO OCTOBER 23, 2013)

RECOMMENDATION:

It is recommended effective December 11, 2012, the Board of Supervisors take the following actions:

Adopt a Resolution to:

- a. Approve the transfer of the administrative organizational reporting structure of the Office for Employment Training from the Department of Social and Employment Services to the Economic Development Department;
- b. Amend Personnel Policies and Practices Resolution No. 98-394 to re title the classification of Economic Development/WIB Director to Economic Development Director and amend Section A.10.1 Department Heads Designated as indicated in Attachment A;
- c. Approve the re-titling of the Department of Social and Employment Services to the Department of Social Services; and
- d. Authorize the County Administrative Officer and Auditor Controller to take the necessary action to program the Advantage system to implement these actions including the transfer of positions, appropriations and units as well as the accounting structure and levels of the appropriation control effective July 1, 2013 (4/5ths vote required).

SUMMARY/DISCUSSION:

Moving Office of Employment and Training (OET) to Economic Development Dept.

OET operates programs funded by the Workforce Investment Act (WIA) and currently operates the County's One Stop Career Center under the administrative direction of Department of Social and Employment Services (DSES). In September 2010, the former Overall Economic Development Commission (OEDC) recommended placing OET under the direction of the Monterey County Economic Development Department (MCEDD) since employment training is a critical component of economic and workforce development efforts. It emphasized that the County's economic development and workforce development activities be aligned in order to meet the needs of local businesses and regional business attraction/retention efforts to ensure that the County's workforce development activities are successful. The OEDC's recommendation was presented to the Board of Supervisors in December 2010, concurrent with the action forming the Economic Development Department. The Board suggested that the transfer be considered once the Economic Development Department was in full

operation, which is now the case. At the July 24, 2012, Board of Supervisors meeting, significant budget reductions in OET were adopted. The MCEDD and DSES committed to return to the Board with recommendations to address the proposed reorganization.

The primary benefit of fully integrating all of the WIA workforce development and training programs with County economic development activities will be to enhance MCEDD's capability to assist its residents and businesses by strengthening the relationship of the employment needs of business with a skilled workforce that meets their needs-a vital economic development tool. The other significant benefit is that the OET services provided by the County will be more aligned with the activities of the WIB by virtue of being administered under the leadership of the WIB Agency Executive Director. Currently an Interim Assistant Director of Economic Development is filling this role. The recruitment for the Executive Director position was initiated in November.

Workforce organizations administered by an Executive Director who is responsible for staff supporting the WIB as well as staff operating the One Stop Career Center are common among California County jurisdictions. The State Employment Development Department has reviewed the proposed organizational structure for compliance with WIA and has not identified any issues. Previous concerns about potential conflict of interest in competitive bidding are addressed by the County Purchasing Division being responsible for the RFP/bidding process rather than MCEDD staff. (The proposed organizational structure is included as Attachment D).

Re-naming DSES and Changing MCEDD Position Title

Assuming the transfer of OET is approved, the Board is requested to re-title the Department of Social and Employment Services to the Department of Social Services. This will minimize public confusion about department roles and use more common nomenclature for county-run social services departments.

It is also proposed that the Board change the "Economic Development/WIB Director" title to "Economic Development Director". The proposed title change will avoid confusion with the "Executive Director" position that is budgeted and will be filled to lead the WIB Agency. The WIB Agency Executive Director will report to the re-titled Economic Development Director.

Reorganization Timing

If approved, it is planned that the reorganization will occur effective December 12, 2012. The technical aspects of the transfer of positions, appropriations and units, as well as the new accounting structure and levels of appropriation control, will be addressed in the FY 2014 Budget process and fully implemented by July 1, 2013.

OTHER AGENCY INVOLVEMENT:

The MCEDD and the DSES concur with this recommendation. The Economic Development Committee and the WIB have been consulted on the impending reorganization. SEIU has been consulted with as well. Preparation of this report has been coordinated with the Human Resources Department. County Counsel has reviewed and approved this report as to form.

FINANCING:

There is no impact upon the Budget and the County general fund as a result of the recommended actions.

Approved by:

Approved by:

Elliott Robinson, Ext. 4434
Director of Department of
Social and Employment Services

Gene Rogers, Ext. 5109
Interim Assistant CAO

Attachments:

- A. PPPR Amendment
- B. Resolution
- C. Current MCEDD Org Chart
- D. Proposed MCEDD Org Chart Resolution
- E. OEDC Letter Dated September 2010