

**CITY OF OAKLAND
COUNCIL AGENDA REPORT**

OFFICE OF THE CITY CLERK
2005

2005 SEP 29 PM 5:15

TO: Office of the City Administrator
ATTN: Deborah A. Edgerly
FROM: Finance and Management Agency
DATE: October 11, 2005
RE: AN INFORMATIONAL REPORT ON THE STATUS OF REDEPLOYMENT
EFFORTS PERTAINING TO THE FY 2005-2007 BUDGET REDUCTIONS

SUMMARY

Due to a \$32 million budget deficit, the City Council authorized budget reductions for the Fiscal Year 2005-2007 Adopted Budget. In an effort to retain as many City employees as possible, the Council directed redeployment offers be made to all individuals scheduled to be laid-off. This report contains information regarding the implementation of that direction, including specific numbers of impacted individuals. Of the 86 laid-off employees eligible for redeployment, 59 accepted the redeployment offers. Fifteen opted to take retirement. The remainder declined the offer or did not respond.

FISCAL IMPACTS

This is an informational report. There are no fiscal impacts.

BACKGROUND

At its meeting on June 21, 2005, the City Council approved the Fiscal Year 2005-2007 Budget. The approved Budget called for the closure of the City Jail, elimination of various other positions across numerous departments and several debt financing measures to eliminate the \$32 million budget shortfall. As a result, the City Administrator's Office and Office of Personnel Resource Management (OPRM) met with the various Unions representing employees to discuss the full impact of the reduced Budget. City Council instructed OPRM to organize a redeployment effort for employees whose positions were scheduled for reduction in the FY 2005-2006 Budget.

Employees scheduled for layoff were redeployed to budgeted vacant positions included in the Fiscal Year 2005-2007 Budget. Additionally, certain Part-Time (PT) and Permanent Part-Time (PPT) jobs were combined together to make Full-Time Equivalent position (FTE). Any additional costs resulting from the job stacking to achieve redeployment are due to differences between the budgeted benefits for the part-time positions and the actual benefits paid to the full-time incumbents placed in the converted positions. Full-time benefits are usually higher. These costs will be absorbed within the Fiscal Year 2005-2007 Adopted Budget of the impacted agencies/departments.

An Informational Report on the status of Redeployment efforts.

KEY ISSUES AND IMPACTS

Redeployment Methodology

The Office of Personnel Resource Management analyzed the pay, seniority, and minimum qualifications of the positions designated for elimination when determining the redeployment placements. Effort was made to balance the City's need to accomplish the work of the position with the greatest level of fairness, equity and least financial hardship possible to employees.

The Office of Personnel Resource Management of the Finance & Management Agency successfully accomplished redeployment to new assignments in most instances, with no break in service for the impacted employees. After an intense search of available vacant budgeted positions, redeployment offers were made. Of the 86 laid-off employees eligible for redeployment, 59 accepted the redeployment offers. Fifteen opted to take retirement. The remainder declined the offer or did not respond. This FY 2005-2007 adopted departmental budget reduction information is presented in the table below:

Layoff Action	Department					Total (86)
	Police - Jail (76)*	Fire (1)	CEDA (1)	DHS (6)	FMA (2)	
Accepted Redeployment	51	0	1	5	2	59
Declined Redeployment	11	0	0	1	0	12
Retired	14	1	0	0	0	15
Total	76	1	1	6	2	86

*The Jail closing eliminated 85 positions. Nine people had reversion rights and were reassigned to vacant positions.

In total, 59 individuals were redeployed to the following departments:

Action	Department									Total
	Police	Fire	CEDA	DHS	FMA	Museum	PWA	Library	OPR	
Accepted Redeployment	20	1	1	0	6	1	15	12	3	59

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Finance and Management Committee
October 11, 2005

An Informational Report on the status of Redeployment efforts.

The table below specifies positions utilized for redeployed employees and the number placed into each:

New Assignments	Number Redeployed
Crossing Guard	3
Custodian	3
Emergency Planning Coordinator	1
Library Aide	5
Library Assistant	7
Museum Guard	1
Park Attendant	6
Police Communications Operator	6
Police Records Specialist	7
Police Services Technician II	3
Public Service Representative	5
Public Works Maintenance Worker	8
Public Works Utility Worker	1
Receptionist	1
Recreation Attendant I-II	1
Urban Economic Coordinator	1
Total	59

SUSTAINABLE OPPORTUNITIES

None

DISABILITY AND SENIOR CITIZEN ACCESS

None

An Informational Report on the status of Redeployment efforts.

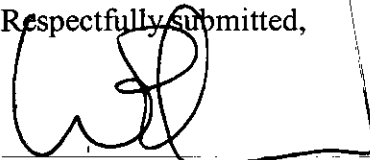
RECOMMENDATION AND RATIONALE

No action is required. The report is informational.

ACTION REQUESTED OF THE CITY COUNCIL

No action is required.

Respectfully submitted,



**William E. Noland,
Director, Finance & Management Agency**

Prepared by:
Marcia L. Meyers, Director
Office of Personnel Resource Management

APPROVED AND FORWARDED TO THE
CITY COUNCIL:



OFFICE OF THE CITY ADMINISTRATOR