

Plans submitted for \$8.8 million police station

7/9/87

By George McCrory
Staff Writer

Plans for an \$8.83 million police station were submitted to the National City Council by Starboard Development during a Tuesday workshop session.

The majority of the funding would come from proceeds of a \$6.28 million bond issue, which could be placed before voters in November.

Last fall, National City voters narrowly defeated a \$6.5 million bond issue to finance a new facility.

The council did not enter into an agreement with Starboard, wanting more time to study the proposal. It did retain bond counsel and hired Deloitte, Haskins and Sells to review the financial aspects of the proposal, paying them not more than \$3,500.

Assistant City Manager Jerry Bolint expected some council action by July 21. The council last month directed Starboard to provide cost estimate and study four potential sites.

Brad Saunders of Starboard

presented the plans to the council, which included selection of the Plasma site at National City Boulevard and Civic Center drive as the most favorable location for a new station.

Saunders said three other potential sites were not chosen because of problems in acquiring land or would be difficult to build on.

The 62,000 square foot plasma site was selected because it was near the Civic Center and had a high visibility that would inhibit crime in the neighborhood, according to the report.

Saunders said a bridge could later be constructed from the Civic Center to the new station. A 7 foot fall on the site would allow a two-level parking lot at the back of the facility.

"All but one owner-occupant was reluctant to sell," Saunders said. "As far as economy, it appears to be the most favorable site."

If a bond issue passes, he said, the new station could be completed and occupied by March 1989.

Please see Plans: A-6



County of San Diego

LAWRENCE B. PRIOR III
CHIEF ADMINISTRATIVE OFFICER
619) 531-6226
Fax: (619) 557-4060

CHIEF ADMINISTRATIVE OFFICER

1600 PACIFIC HIGHWAY, SAN DIEGO, CALIFORNIA 92101-2472

May 11, 1998

TO: Daniel Marshall
Equal Opportunity Officer II

FROM: Lawrence B. Prior III
Chief Administrative Officer

EQUAL OPPORTUNITY MANAGEMENT OFFICE

This is to inform you that based upon the recent dissolution of the Consent Decree by the federal court, I will be recommending to the Board of Supervisors that the remaining functions performed by the Equal Opportunity Management Office (EOMO) be transferred to other County departments. This recommendation, which presently is scheduled to be presented to the Board at its meeting of May 19, 1998, also will include the abolishment of EOMO as a separate County office and the deletion of EOMO positions.

Therefore, if the Board of Supervisors approves this action, your position as Equal Opportunity Officer II will be at risk. It is my expectation that the effective date of this action will be July 2, 1998. You will of course, be notified officially as required by Civil Service Rule, Section 14.1.3.

You may want to avail yourself of the assistance of the Department of Human Resources' Workforce Support Services Unit. Byron Warfield-Graham, the unit's manager, can be reached at (S30) 531-5140.

Sincerely,

LAWRENCE B. PRIOR III
Chief Administrative Officer

LBP:ra

2. Determine that it is necessary through a lack of work to reduce the number of positions and employees by approval of the attached ordinance.
3. Read title and waive further reading of ordinance (MAJORITY VOTE):

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE DELETING ALL AUTHORIZED POSITIONS IN THE EQUAL OPPORTUNITY MANAGEMENT OFFICE.

Submit ordinance for further Board consideration and adoption (second reading) on June 2, 1998.

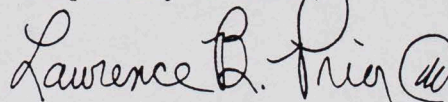
4. Determine by a four-fifths vote to separate the Director of the Equal Opportunity Management Office from such appointive position in the Unclassified Service, effective 5:00 p.m. July 2, 1998.
5. Amend Board Policies: A-121, A-125; C-17; and C-22 by deleting references to the Equal Opportunity Management Office, by revising with references to the Chief Administrative Officer and making other minor changes.
6. Direct the Chief Administrative Officer and Director, Human Resources to amend, delete and revise as necessary the County's Administrative Manual and other policies referencing the Equal Opportunity Management Office.

BACKGROUND

On March 11, 1998 the United States District Court, Southern District of California issued an order in case number 76cv1094 S (AJB) dissolving the Consent Decree and dismissing the action. Since the Consent Decree has been dissolved and a Diversity Plan developed, the Equal Opportunity Management Office as it presently exists is no longer necessary. The required ongoing functions, which are presently assigned to the Equal Opportunity Management Office, are being reallocated to other departments, specifically to the Chief Administrative Officer, and Departments of Human Resources, General Services, and Housing and Community Development. In addition to the necessary amendments to the Administrative Code and the Compensation Ordinance, Board Policies pertaining to functions assigned to the Equal Opportunity Management Office have been reviewed and revised to reflect the transfer of responsibilities from the Equal Opportunity Management Office to other departments.

San Diego County Charter section 501 provides that the Board of Supervisors appoints the Director of the Equal Opportunity Management Office. San Diego County Administrative Code section 52 requires a four-fifth vote of the members of the Board of Supervisors to remove a Board appointee.

Respectfully submitted,



LAWRENCE B. PRIOR III
Chief Administrative Officer

May 15, 1998

Lawrence B. Prior III

Chief Administrative Officer

County Administration Center

1600 Pacific Highway, Room 209

San Diego, California 92101

RE: ABOLISHMENT OF THE EQUAL OPPORTUNITY MANAGEMENT OFFICE

Mr. Prior,

I am writing on behalf of the Committee on Chicano Rights to express strong opposition to your May 19, 1998, Board letter abolishing the Equal Opportunity Management Office, (EOMO) and deleting positions and personnel located in this department. In the background located on page 2 of your Board letter, you state that "Since the Consent Decree has been dissolved and a Diversity Plan developed the Equal Opportunity Management Office as it presently exists is no longer necessary."

It is my understanding that ^{the C.A.O. on 4/21/98} only a diversity strategy ^{that} has been developed, and the end result will be a diversity plan. ^{IF THIS IS THE CASE} Why are you abolishing the EOMO before this process is completed? ^{OR THE WAY} If ^{IF THE} as you state, you have a legal diversity plan in place, ^{WE ARE IN} make this available to the Committee on Chicano Rights (CCR), other Latino groups, and the Board of Supervisors, ^{NE} your boss? This would enable a truly informed decision not merely one based upon a strategy that could fail. ^{C.A.O.}

If there is no diversity plan, then your ^{the C.A.O.} Board letter is misleading at best. In addition, the Order dissolving the Consent Decree is inaccurate, and one of the stated reasons for the Chicano Federation's decision not to oppose this dissolution was based on a falsehood.

Does this strategy insure that the gains made by court mandate are not going to be erased by impending layoffs? Does this insure that you will appoint permanent Latino department heads, and managers in proportion to our numbers in the workforce? Does this strategy insure fairness. If you are so "fiercely" committed to diversity then why is the County only spending \$50,000-\$60,000 on a "diversity plan", and the City of San Diego has spent over \$500,000 on just a diversity study in contracting that admittedly still needs much time and effort, and the usual foot dragging to implement. I thought the County had all the money? Yet, you propose to cut back on civil rights protections immediately. Remember, deeds not words..

Lawrence Prior pg. 2

Why are you replacing experienced equal opportunity officers, when you only have a diversity strategy in place? One of your stated justifications is "lack of work", does that mean the County is no longer going to provide civil rights protections against discrimination for its workers, job applicants and minority and female contractors? Show me, and your Board, how the personnel in General Services, whose boss will also make the decision to sign contracts, are qualified to be objective compliance officers. Show me, and your Board, the credentials of the personnel in your office, and Human Resources in investigating discrimination complaints and enforcing equal opportunity laws. Show me, and your Board, the number of discrimination investigations they have conducted, and how many times they have found discrimination.

Of course, discrimination does not exist in the County. Latinos make up 20% of the County population, yet you have only three permanent Latino department heads, one of whom will be eliminated, or given the golden boot by your proposed action today. Only one of these Latinos was given a bonus under your patently illegal bonus program that is supposed to be your method to insure compliance with your diversity "plan". I also thought the Director of EOMO was placed in the Charter by a vote of the people in the mid-1980s, what gives you, or the Board of Supervisors, the right to revoke the will of the people? Talk about illegal.

PERSONS OF COLOR

Since the 1960s, I have fought with, bled with, and seen my Latino brothers and sisters die trying to put civil rights programs in place. Civil rights programs, such as the Equal Opportunity Management Office are not perfect but they were intended to provide permanent checks on the tendency of people in power to discriminate. Yet, only two months after the Consent Decree has been dissolved, and only two weeks after the celebration of Cinco de Mayo, you propose to tear down our pueblo.

The pueblo is not much, but be warned, you could start a war.

Please promptly respond to my requests for information in accordance with the requirements of the Freedom of Information Act.

Sincerely,

HERMAN BACA
Chairman, Committee on Chicano Rights

cc: Greg Cox, Chairman, Board of Supervisors
Members, Board of Supervisors
La Prensa San Diego
San Diego Union Tribune

LAW OFFICES OF DANIEL E. MARSHALL

FACSIMILE COVER LETTER

3924 1/2 PARK BOULEVARD
SAN DIEGO, CALIFORNIA 92103
Telephone/Fax-(619) 298-5778

May 15, 1998

(619)477-3800

TO: Herman Baca

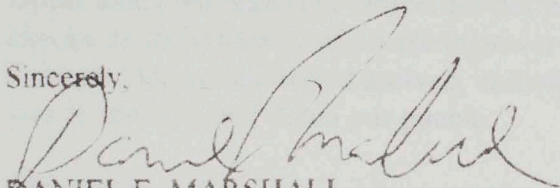
2 pages to follow

FROM: Daniel Marshall

RE: Draft Letter

Herman, please see attached draft letter

Sincerely,



DANIEL E. MARSHALL

Attorney at Law

HERMAN BACA

Chairman, County of San Diego

City of San Diego
Managers Board
Es Prego
San Diego

May 15, 1998

Lawrence B. Prior III
Chief Administrative Officer
County Administration Center
1600 Pacific Highway, Room 209
San Diego, California 92101

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If there is no diversity plan, then your Board letter is misleading at best. In addition, the *Order dissolving the Consent Decree is inaccurate, and one of the stated reasons for the Chicano Federation's decision not to oppose this dissolution was based on a falsehood.*

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Sincerely,

HERMAN BACA

Chairman, Committee on Chicano Rights

cc: Greg Cox, Chairman, Board of Supervisors
Members, Board of Supervisors
La Prensa San Diego
San Diego Union Tribune

2. Determine that it is necessary through a lack of work to reduce the number of positions and employees by approval of the submitted Ordinances.
3. Determine by a four-fifths vote to separate the Director of the Equal Opportunity Management Office from such appointive position in the Unclassified Service, effective 5:00 p.m. July 2, 1998.
4. Amend Board Policies: A-121, Violence and Threats in the Workplace: Zero Tolerance; A-125, Americans with Disabilities Act: Employment Provisions; C-17, Policy for Effecting Equal Opportunities Within San Diego County; and C-22, Sexual Harassment Policy, by deleting references to the Equal Opportunity Management Office, by revising with references to the Chief Administrative Officer and making other minor changes.
5. Direct the Chief Administrative Officer and Director of Human Resources to amend, delete and revise as necessary the County's Administrative Manual and other policies referencing the Equal Opportunity Management Office.

ACTION:

ON MOTION of Supervisor Jacob, seconded by Supervisor Horn, the Board of Supervisors took action as recommended, introducing Ordinances for further Board consideration on June 3, 1998; and directed the Chief Administrative Officer to report back to the Board within 60 days with any further actions necessary to fully comply with the Judge's ruling on the Consent Decree and to be consistent with Proposition 209, such as the elimination of the Affirmative Action Advisory Board.

AYES: Cox, Jacob, Slater, Roberts, Horn

State of California)
County of San Diego)SS

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

THOMAS J. PASTUSZKA
Clerk of the Board of Supervisors

By Frank Galang
Frank Galang, Deputy



**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, MAY 19, 1998**

MINUTE ORDER NO. 28

SUBJECT: Amendments to the Administrative Code Deleting the Equal Opportunity Management Office and to the Compensation Ordinance Deleting Specified Positions in the Equal Opportunity Management Office Resulting in the Layoff of Employees
(Supv. Dist: All)

OVERVIEW:

This action implements a March 11, 1998 court order of the United States District, Southern District of California, No. 76cv1094 S (AJB) that dissolved the Consent Decree and dismissed the case. This action amends: 1) the San Diego County Administrative Code by deleting the Equal Opportunity Management Office and amending provisions for the Chief Administrative Officer, and the Departments of Human Resources, General Services and Housing and Community Development which will assume functions assigned to the Equal Opportunity Management Office; 2) the San Diego County Compensation Ordinance by deleting all authorized positions in the Equal Opportunity Management Office, resulting in the layoff of employees due to a lack of work; and 3) specified Board of Supervisors Policies referencing the Equal Opportunity Management Office. This action also separates the Director of the Equal Opportunity Management Office from such appointive position in the Unclassified Service and refers to the Chief Administrative Officer and the Department of Human Resources related Administrative Manual and policy changes.

RECOMMENDATION:

CHIEF ADMINISTRATIVE OFFICER:

1. Read title, waive further reading and introduce ordinances for further Board consideration on June 2, 1998.

AN ORDINANCE REPEALING AND AMENDING SECTIONS OF THE SAN DIEGO COUNTY ADMINISTRATIVE CODE CONCERNING THE CHIEF ADMINISTRATIVE OFFICER, THE DEPARTMENT OF HUMAN RESOURCES, THE EQUAL OPPORTUNITY MANAGEMENT OFFICE, THE DEPARTMENT OF GENERAL SERVICES AND THE DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE DELETING ALL AUTHORIZED POSITIONS IN THE EQUAL OPPORTUNITY MANAGEMENT OFFICE

NATURE SAVER™ FAX MEMO 01616		Date 5/21	# of PAGES 2
To DANIEL MUNOZ	From PATRICK HUNTER		
Co./Dept LA PRENSA	Co. COB		
Phone #	Phone # 531-5434		
Fax # 231-9180	Fax # 231-6058		



COUNTY OF SAN DIEGO

BOARD OF SUPERVISORS

- GREG COX
First District
- DIANNE JACOB
Second District
- PAM SLATER
Third District
- RON ROBERTS
Fourth District
- BILL HORN
Fifth District

CHIEF ADMINISTRATIVE OFFICE

AGENDA ITEM

#28

DATE: May 19, 1998

TO: Board of Supervisors

SUBJECT: Amendments to the Administrative Code Deleting the Equal Opportunity Management Office and to the Compensation Ordinance Deleting Specified Positions in the Equal Opportunity Management Office resulting in the Layoff of Employees.

COUNTY OF SAN DIEGO
 BOARD OF SUPERVISORS
 1998 MAY 11 P 11:00 AM

SUMMARY:

Overview

This action implements a March 11, 1998 court order of the United States District Court, Southern District of California, No. 76cv1094 S (AJB) that dissolved the Consent Decree and dismissed the case. This action amends: 1) the San Diego County Administrative Code by deleting the Equal Opportunity Management Office and amending provisions for the Chief Administrative Officer, and the Departments of Human Resources, General Services and Housing and Community Development which will assume functions assigned to the Equal Opportunity Management Office; 2) the San Diego County Compensation Ordinance by deleting all authorized positions in the Equal Opportunity Management Office, resulting in the layoff of employees due to a lack of work; and 3) specified Board of Supervisors Policies referencing the Equal Opportunity Management Office. This action also separates the Director of the Equal Opportunity Management Office from such appointive position in the Unclassified Service and refers to the Chief Administrative Officer and the Department of Human Resources related Administrative Manual and policy changes.

Recommendation(s)

CHIEF ADMINISTRATIVE OFFICER:

Approve introduction (first reading) of ordinances; read title and waive further reading of ordinance (MAJORITY VOTE):

1. Read title and waive further reading of ordinance (MAJORITY VOTE):

AN ORDINANCE REPEALING AND AMENDING SECTIONS OF THE SAN DIEGO COUNTY ADMINISTRATIVE CODE CONCERNING THE CHIEF ADMINISTRATIVE OFFICER, THE DEPARTMENT OF HUMAN RESOURCES, THE EQUAL OPPORTUNITY MANAGEMENT OFFICE, THE DEPARTMENT OF GENERAL SERVICE AND THE DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT.

Submit ordinance(s) for further Board consideration and adoption (second reading) on June 2, 1998.

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE
DELETING ALL AUTHORIZED POSITIONS IN
THE EQUAL OPPORTUNITY MANAGEMENT OFFICE .

The Board of Supervisors of the County of San Diego ordains as follows:

Section 1. DETERMINATION AND FINDINGS RE: LAYOFFS

(a) The Board of Supervisors hereby determines that it is necessary because of lack of work to reduce the number of employees by deleting the authorized position specified by class and department under Sections 2 and 3 of this ordinance.

(b) The facts constituting such a lack of work are set forth in the Board's receipt and acknowledgement of the March 11, 1998 court order of the United States District Court, Southern District of California, No. 76cv1094S (AJB) dissolving the Consent Decree and dismissing the action. The facts are further set forth in the Board's discussion and actions adopting this ordinance abolishing the Equal Opportunity Management Office and reallocating the remaining functions to improve the economic and operating efficiency of the County in the areas of employment, discrimination complaint investigations, fair housing, and vendor employment practices. Because of a lack of work resulting from such reorganization, it is necessary to reduce the number of employees serving in County positions.

(c) Based upon the foregoing determination and findings, the Director, Equal Opportunity Management Office, is directed to implement the layoff provisions of Rule XIV of the County of San Diego Civil Service Rules.

Section 2. Section 6.1.4 of the Compensation Ordinance is hereby amended by establishing the number of authorized positions, in specified classes and title only, in the following department:

<u>CLASS NO.</u>	<u>CLASS TITLE</u>	<u>POSITIONS</u>
0210	EQUAL OPPORTUNITY MANAGEMENT OFFICE	
2401	Equal Opportunity Officer II	4
2402	Equal Opportunity Officer I	1

Section 3. Section 6.1.4 of the Compensation Ordinance is hereby amended by establishing the number of authorized positions, in specified classes and title only, in the following departments:

0210	EQUAL OPPORTUNITY MANAGEMENT OFFICE	
2283	Director, Equal Opportunity Management	0
2401	Equal Opportunity Officer II	0
2402	Equal Opportunity Officer I	0
2758	Administrative Secretary III	0
9999	Temporary & Seasonal Extra Help	0

Section 4. Appendix One of the Compensation Ordinance is hereby further amended by deleting the following classes:

<u>Class No.</u>	<u>Class Title</u>
2401	Equal Opportunity Officer II
2402	Equal Opportunity Officer I

Section 5. Operative Date. This ordinance shall become operative on July 3, 1998.

APPROVED AS TO FORM AND LEGALITY

COUNTY COUNSEL

BY Arthur Allen
DEPUTY 5/11/98

COUNTY OF SAN DIEGO
CHIEF ADMINISTRATIVE OFFICE
AGENDA ITEM

SUPV. DIST.: All

COUNTY COUNSEL APPROVAL: Form and Legality ^{TA} Yes N/A
 Standard Form Ordinance _{TA} Resolution

CHIEF FINANCIAL OFFICER/AUDITOR REVIEW: N/A Yes
4 VOTES: Yes No

CONTRACT REVIEW PANEL: Approved _____ N/A

CONTRACT NUMBER(S): N/A

PREVIOUS RELEVANT BOARD ACTION:

BOARD POLICIES APPLICABLE: N/A

CITIZEN COMMITTEE STATEMENT: N/A

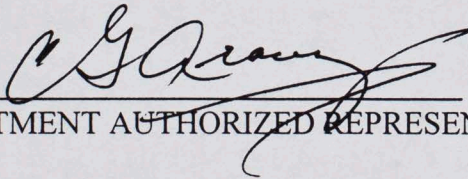
CONCURRENCE(S): Chief Administrative Officer

ORIGINATING DEPARTMENT: Human Resources

CONTACT PERSON: Jim Radice

730/531-5130

MS-A8



DEPARTMENT AUTHORIZED REPRESENTATIVE

May 19, 1998

MEETING DATE

SUBJECT: AMENDMENT TO THE ADMINISTRATIVE CODE AND COMPENSATION
ORDINANCE

ORDINANCE NO. _____ (NEW SERIES)

AN ORDINANCE REPEALING AND AMENDING SECTIONS
OF THE SAN DIEGO COUNTY ADMINISTRATIVE CODE
CONCERNING THE CHIEF ADMINISTRATIVE OFFICER, THE
DEPARTMENT OF HUMAN RESOURCES, THE EQUAL OPPORTUNITY
MANAGEMENT OFFICE, THE DEPARTMENT OF GENERAL SERVICES
AND THE DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

The Board of Supervisors of the County of San Diego ordains as follows:

Section 1. Section 26.02 of Article II of the San Diego County Administrative Code regarding a definition concerning the Equal Opportunity Management Office is repealed.

~~“SEC. 26.02. EQUAL OPPORTUNITY MANAGEMENT OFFICE.~~

~~The words “Equal Opportunity Management Office” shall mean the “Equal Employment Opportunity Management Office”; the words “Director of the Equal Opportunity Management Office” or “Equal Opportunity Management Director” or similar words shall mean the Director of the Equal Employment Opportunity Management Office.”~~

Section 2. Section 84.1, subsection (o), of Article IIIk of the San Diego County Administrative Code regarding “Affirmative Action Program for Vendors” is amended to read as follows:

“(o) Director means the Director of the ~~Equal Opportunity Management Office~~ Department of General Services of the County of San Diego or staff designee.”

Section 3. Section 84.2 of Article IIIk of the San Diego County Administrative Code regarding “Affirmative Action Program for Vendors” is amended to read as follows:

“SEC. 84.2. GOALS.

The Director ~~Equal Opportunity Management Office through the Board of Supervisors~~, shall establish goals for vendor employment of handicapped persons, with such goals being the proportion of handicapped persons in the local labor market of the County of San Diego based on the current Federal census.”

Section 4. Section 84.9, subsection (c), of the San Diego County Administrative Code regarding “Affirmative Action Program for Vendors” is amended to read as follows:

“(c) The vendor shall notify the Director ~~Equal Opportunity Management Office~~, when the union or unions with whom the vendor has a

SUBJECT: AMENDMENT TO THE ADMINISTRATIVE CODE AND COMPENSATION
ORDINANCE

collective bargaining agreement have not referred to the vendor a handicapped worker sent for by the vendor or the vendor has other information that the union referral process has impeded the vendor's effort to meet the established goals."

Section 5. Section 84.10, subsection (a), of San Diego County Administrative Code regarding "Affirmative Action Program for Vendors" is amended to read as follows:

"(a) Any vendor may submit to the ~~Equal Opportunity Management Office of the County of San Diego~~ Director for review and approval a written Affirmative Action Plan developed by the vendor in lieu of adopting the County's Affirmative Action Program."

Section 6. Section 84.13 of Article III of the San Diego County Administrative Code regarding "Affirmative Action Program for Vendors" is amended to read as follows:

"SEC. 84.13. CORRECTING VIOLATIONS.

After a finding by the Director ~~Equal Opportunity Management Office~~ that a vendor or subcontractor has failed to file with the County all forms or reports required by this Article while operating under a County contract or has committed a violation of any applicable State or Federal law concerning equal employment practices, the Director shall serve written notice of such violation on the vendor. The vendor shall be responsible for notifying any subcontractor involved in such violation. Upon request by the Director, the vendor found to be in violation shall meet with the Director in order to determine a method of correcting the violation and the time period within which such remedy shall be effected. If the remedy is not agreed upon within ten (10) days of the above notice, the Director shall prescribe the method by which the violation shall be corrected and shall notify the vendor in writing of such method. The vendor shall be responsible that said vendor's subcontractors correct their violations.

"If the vendor has not corrected the violation in the manner prescribed by such notice, unless an extended period is permitted in writing by the Director, the Director shall make a finding that the vendor is in violation of this Article and shall impose one or more of the sanctions provided in this Article."

Section 7. Section 84.16 of Article IIIk of the San Diego County Administrative Code regarding "Affirmative Action Program for Vendors" is amended to read as follows:

"SEC. 84.16. NOTICE OF VIOLATION AND IMPOSITION OF SANCTIONS.

In any case where the Director ~~Equal Opportunity Management Office~~ has made a finding that a vendor is in violation of this Article and has imposed any of the sanctions authorized by this Article, the Director shall mail or deliver to the vendor affected at least ten (10) days prior to the effective date of such sanction, a

SUBJECT: AMENDMENT TO THE ADMINISTRATIVE CODE AND COMPENSATION
ORDINANCE

written notice which includes a statement of the action, a concise explanation of the reasons for such action, the basis relied upon for such action and an explanation of the vendor's right to appeal such action to the Board of Supervisors before the effective date of such action. A copy of the notice shall also be sent to any subcontractor of the vendor if the Director has made a finding that such subcontractor is in violation of the provisions of this Article."

Section 8. Section 122 of Article VIII of the San Diego County Administrative Code regarding the Office of the Chief Administrative Officer is amended to read:

"SEC. 122. CHIEF ADMINISTRATIVE OFFICER'S IMMEDIATE OFFICE.

There shall be in the office of the Chief Administrative Officer ~~one (1)~~ the position of Assistant Chief Administrative Officer, who shall be the principal assistant to the Chief Administrative Officer, ~~four (4)~~ positions of Deputy Chief Administrative Officer and ~~eight (8)~~ positions of CAO Project Manager. The Assistant Chief Administrative Officer, the ~~four (4)~~ Deputy Chief Administrative Officers and ~~eight (8) positions of the~~ CAO Project Managers, shall be in the Unclassified Service. Said positions shall be filled by appointment by the Chief Administrative Officer in accordance with the County Charter, Rules for the Unclassified Service and County ordinances.

"The Assistant Chief Administrative Officer and the Deputy Chief Administrative Officers shall oversee, on behalf of the Chief Administrative Officer, and participate in the development and implementation of policies and programs for groupings of County departments; advise the Chief Administrative Officer on such policies and programs within such departmental groupings; direct major or complex special projects; evaluate the performance of department and program heads; serve as liaison between departmental groupings; provide direction and review of departmental budget; review departmental items of broad significance to go before the Board of Supervisors; represent the County and the Chief Administrative Officer in meetings with community agencies, commissions, committees and other public groups; appoint authorized Office or Group personnel in accordance with the County Charter, Rules for the Unclassified Service, Civil Service Rules and County ordinances; and perform related functions assigned by the Chief Administrative Officer.

"The CAO Project Managers shall, under the administrative direction of the Chief Administrative Officer, be responsible for providing administrative coordination, including planning and support, for highly complex special projects of a temporary nature in the Chief Administrative Office. Additionally, the CAO Project Manager assigned to the Office of Internal Affairs shall be responsible to receive and investigate complaints of discrimination on the basis of race, color, religion, national origin, sex or other prohibited discriminatory acts under Federal

SUBJECT: AMENDMENT TO THE ADMINISTRATIVE CODE AND COMPENSATION
ORDINANCE

or State law or County ordinances and policies, make appropriate recommendations, establish a written procedure which shall govern such complaints and be responsible to perform such other duties as the Chief Administrative Officer may from time to time assign.”

Section 9. Section 122.1 of Article VIII of the San Diego County Administrative Code regarding the appointment of personnel of the Chief Administrative Officer is amended to read:

“SEC. 122.1 APPOINTMENT AND EMPLOYMENT OF PERSONNEL.

The Chief Administrative Officer shall appoint and employ such personnel as may be necessary to carry out the duties of the Office of the Chief Administrative Officer, except ~~the personnel of the Equal Opportunity Management Office and the personnel allocated to the Assistant Chief Administrative Officer and Deputy Chief Administrative Officers~~ who shall be appointed and employed by the Assistant Chief Administrative Officer or Deputy Chief Administrative Officer of said Office or Group. All appointments and employments made by the Chief Administrative Officer shall be in accordance with the provisions of the County Charter, Rules for the Unclassified Service, Civil Service Rules and County ordinances.”

Section 10. Section 125 of Article VII of the San Diego County Administrative Code regarding C.A.O. Staff Offices is amended to read:

“SECTION 125. C.A.O. STAFF OFFICES.

(a) There shall be in the Office of the Chief Administrative Officer the following Staff Offices:

- (1) Office of Strategy and Intergovernmental Affairs;
- ~~(2) Equal Opportunity Management Office;~~
- ~~(3)~~ (2) Office of Disaster Preparedness.

“The Chief Administrative Officer shall exercise general supervision of said staff offices.

“(b) The Chief Administrative Officer shall be the appointing authority of the Directors of the Office of Strategy and Intergovernmental Affairs, and the Office of Disaster Preparedness each of whom shall be in the Unclassified Service of the County. Such appointments shall be in accordance with the County Charter, Rules for the Unclassified Service and County ordinances.”

Section 11. Section 200.4, subsection (b), of Article XII-D of the San Diego County Administrative Code regarding the Department of Human Resource is amended to read:

SUBJECT: AMENDMENT TO THE ADMINISTRATIVE CODE AND COMPENSATION
ORDINANCE

“(b) Administer the personnel program including recruitment and examination, position classification, wage and salary determination, diversity plan, in-service training and employee development, performance appraisals, career counseling, employee incentives, leaves of absence, and maintenance and development of various other personnel programs and standards.”

Section 12. Sections 305 through 308 inclusive of Article XVII-C of the San Diego County Administrative Code regarding the Equal Opportunity Management Office are repealed.

~~“SEC. 306. RECOGNITION OF THE DIRECTOR OF THE EQUAL OPPORTUNITY MANAGEMENT OFFICE.~~

~~There is in the County and in the Office the position of the Director of the Equal Opportunity Management Office, hereafter in this Article referred to as Director. Such position shall be in the Executive Service of the County and shall be filled by appointment by the Board in accordance with the County Charter, Rules of the Civil Service Commission and County ordinances.”~~

~~“SEC. 307. DUTIES OF THE DIRECTOR.~~

~~(a) The Director shall administer, implement and coordinate on behalf of the County compliance with that Consent Decree entered in Civil Action No. 76-1094 S on May 6, 1977, in the United States District Court for the Southern District of California, in that action entitled United States of America v. County of San Diego (Civil Action No. 76-1094 S), or as the said decree may be subsequently amended or modified, and in particular, the Director shall perform those duties imposed by said decree upon the County's equal opportunity management director, and shall:~~

- ~~(1) advise Asians, Black, Mexican American/Latino and female employees of the terms of said decree;~~
- ~~(2) receive, investigate complaints of discrimination on the basis of race, sex and national origin, conciliate such charges when appropriate and, notwithstanding any other provisions of law, establish a written procedure which shall govern such complaints;~~
- ~~(3) maintain a complete record of all actions taken in pursuit of the duties outlined above, including all correspondence directed to San Diego County or any investigatory files; and~~
- ~~(4) review and concur in reasons submitted by appointing authorities for failure to select minority or women applicants in occupational categories where they are under utilized prior to final selection.~~

SUBJECT: AMENDMENT TO THE ADMINISTRATIVE CODE AND COMPENSATION
ORDINANCE

- (b) ~~The Director shall~~
- (1) ~~develop, manage, monitor, administer and coordinate the County's Affirmative Action Program for Construction; Affirmative Action Program for Vendors; Small and Minority Business Enterprise Program and all equal employment opportunity program(s);~~
- (2) ~~recommend to the Board of Supervisors and to the Civil Service Commission from time to time steps which may be necessary to increase the availability of qualified minority and female employees by transfer and promotion, training programs and career ladder programs in County employment as may be necessary in furtherance of the implementation of the consent decree, or any corrective measures which may be necessary to bring the employment practices of San Diego County into compliance with Federal law;~~
- (3) ~~report quarterly at the end of March, June, September and December, in writing to the Board the operations of the office and the achievements toward compliance with the consent decree and other County affirmative action and equal opportunity programs;~~
- (4) ~~exercise general supervision over all functions of the Office; and~~
- (5) ~~perform such other duties as may be assigned by the Board of Supervisors or the Chief Administrative Officer from time to time.~~
- (c) ~~The written procedures established pursuant to paragraph (a)(2) hereof shall be filed with the Board of Supervisors and the Civil Service Commission. Such procedures shall not be effective until filed with the Board of Supervisors.~~
- (d) ~~In addition to the written procedures authorized by paragraph (a)(2) hereof, the Director shall prepare and submit with appropriate recommendations additional rules or procedures, which rules when filed with the Board shall constitute guidelines for performing the functions of the Office. Such rules and procedures which require changes in Civil Service Rules or County ordinance shall not become effective until adopted in the manner required by law. Other rules and procedures within the power of the Board to adopt shall become effective when approved by the Board in the manner required by law."~~

~~"SEC. 308. APPOINTMENT OF PERSONNEL.~~

~~The Director shall appoint and employ such personnel as may be necessary to properly conduct the business of the Office. All appointments and employments made by the Director shall be in accordance with provisions of the~~

SUBJECT: AMENDMENT TO THE ADMINISTRATIVE CODE AND COMPENSATION
ORDINANCE

~~County Charter, Rules of the Civil Service Commission and County ordinances.”~~

Section 13. Section 725, subsection (5), of Article XXXIX of the San Diego County Administrative Code regarding the Department of Housing and Community Development is amended to read:

“(5) Prepare and implement plans and programs necessary to provide adequate housing and community development activities for the County’s very low, low, and moderate-income families and to coordinate and monitor the affirmative fair housing marketing plan.”

Section 14. This ordinance shall take effect and be in force thirty days after its passage, and before the expiration of fifteen days after its passage, a summary hereof shall be published once with the names of the members of this Board voting for and against it in the

_____, a newspaper of general circulation published in the
County of
San Diego.

SUBJECT: AMENDMENT TO THE ADMINISTRATIVE CODE AND COMPENSATION
ORDINANCE

RECLASSIFICATION

The reclass action below is due to an authorized position being filled at a modified (lower) level in the Equal Opportunity Office. The position is deleted following the reclass action. This section corresponds to Section 2 of the Ordinance.

+1 Equal Opportunity Officer I
-1 Equal Opportunity Officer II

DELETES POSITIONS

This action will result in the layoff of the employees occupying positions in the classes listed below. This section corresponds to Section 3 of the Ordinance.

<u>Action by Department</u>	<u>Number of Positions Deleted</u>	
0210	EQUAL OPPORTUNITY MANAGEMENT OFFICE	
2283	Director, Equal Opportunity Management	-1
2401	Equal Opportunity Officer II	-4
2402	Equal Opportunity Officer I	-1
2758	Administrative Secretary III	-1
9999	Temporary & Seasonal Extra Help	-5

Note:

(f) = filled positions

Total permanent positions deleted: 12
 Vacant positions: 6
 Filled positions resulting in layoff: 6

**AN ORDINANCE AMENDING
THE ADMINISTRATIVE CODE**

AN ORDINANCE REPEALING AND AMENDING SECTIONS
OF THE SAN DIEGO COUNTY ADMINISTRATIVE CODE
CONCERNING THE CHIEF ADMINISTRATIVE OFFICER, THE
DEPARTMENT OF HUMAN RESOURCES, THE EQUAL OPPORTUNITY
MANAGEMENT OFFICE, THE DEPARTMENT OF GENERAL SERVICES
AND THE DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

The Board of Supervisors of the County of San Diego ordains as follows:

Section 1. Section 26.02 of Article II of the San Diego County Administrative Code regarding a definition concerning the Equal Opportunity Management Office is repealed.

Section 2. Section 84.1, subsection (o), of Article IIIk of the San Diego County Administrative Code regarding “Affirmative Action Program for Vendors” is amended to read as follows:

“(o) Director means the Director of the Department of General Services of the County of San Diego or staff designee.”

Section 3. Section 84.2 of Article IIIk of the San Diego County Administrative Code regarding “Affirmative Action Program for Vendors” is amended to read as follows:

“SEC. 84.2. GOALS.

The Director, shall establish goals for vendor employment of handicapped persons, with such goals being the proportion of handicapped persons in the local labor market of the County of San Diego based on the current Federal census.”

Section 4. Section 84.9, subsection (c), of the San Diego County Administrative Code regarding “Affirmative Action Program for Vendors” is amended to read as follows:

“(c) The vendor shall notify the Director when the union or unions with whom the vendor has a collective bargaining agreement have not referred to the vendor a handicapped worker sent for by the vendor or the vendor has other information that the union referral process has impeded the vendor’s effort to meet the established goals.”

Section 5. Section 84.10, subsection (a), of San Diego County Administrative Code regarding “Affirmative Action Program for Vendors” is amended to read as follows:

“(a) Any vendor may submit to the Director for review and approval a written Affirmative Action Plan developed by the vendor in lieu of adopting the County’s Affirmative Action Program.”

Section 6. Section 84.13 of Article III of the San Diego County Administrative Code regarding “Affirmative Action Program for Vendors” is amended to read as follows:

“SEC. 84.13. CORRECTING VIOLATIONS.

After a finding by the Director that a vendor or subcontractor has failed to file with the County all forms or reports required by this Article while operating under a County contract or has committed a violation of any applicable State or Federal law concerning equal employment practices, the Director shall serve written notice of such violation on the vendor. The vendor shall be responsible for notifying any subcontractor involved in such violation. Upon request by the Director, the vendor found to be in violation shall meet with the Director in order to determine a method of correcting the violation and the time period within which such remedy shall be effected. If the remedy is not agreed upon within ten (10) days of the above notice, the Director shall prescribe the method by which the violation shall be corrected and shall notify the vendor in writing of such method. The vendor shall be responsible that said vendor’s subcontractors correct their violations.

“If the vendor has not corrected the violation in the manner prescribed by such notice, unless an extended period is permitted in writing by the Director, the Director shall make a finding that the vendor is in violation of this Article and shall impose one or more of the sanctions provided in this Article.”

Section 7. Section 84.16 of Article IIIk of the San Diego County Administrative Code regarding “Affirmative Action Program for Vendors” is amended to read as follows:

“SEC. 84.16. NOTICE OF VIOLATION AND IMPOSITION OF SANCTIONS.

In any case where the Director has made a finding that a vendor is in violation of this Article and has imposed any of the sanctions authorized by this Article, the Director shall mail or deliver to the vendor affected at least ten (10) days prior to the effective date of such sanction, a written notice which includes a statement of the action, a concise explanation of the reasons for such action, the basis relied upon for such action and an explanation of the vendor’s right to appeal such action to the Board of Supervisors before the effective date of such action. A copy of the notice shall also be sent to any subcontractor of the vendor if the Director has made a finding that such subcontractor is in violation of the provisions of this Article.”

Section 8. Section 122 of Article VIII of the San Diego County Administrative Code regarding the Office of the Chief Administrative Officer is amended to read:

“SEC. 122. CHIEF ADMINISTRATIVE OFFICER’S IMMEDIATE OFFICE.

There shall be in the office of the Chief Administrative Officer the position of Assistant Chief Administrative Officer, who shall be the principal assistant to the Chief Administrative Officer, positions of Deputy Chief Administrative Officer and positions of CAO Project Manager. The Assistant Chief Administrative Officer, the Deputy Chief Administrative Officers and the CAO Project Managers, shall be in the Unclassified Service. Said positions shall be filled by appointment by the Chief Administrative Officer in accordance with the County Charter, Rules for the Unclassified Service and County ordinances.

“The Assistant Chief Administrative Officer and the Deputy Chief Administrative Officers shall oversee, on behalf of the Chief Administrative Officer, and participate in the development and implementation of policies and programs for groupings of County departments; advise the Chief Administrative Officer on such policies and programs within such departmental groupings; direct major or complex special projects; evaluate the performance of department and program heads; serve as liaison between departmental groupings; provide direction and review of departmental budget; review departmental items of broad significance to go before the Board of Supervisors; represent the County and the Chief Administrative Officer in meetings with community agencies, commissions, committees and other public groups; appoint authorized Office or Group personnel in accordance with the County Charter, Rules for the Unclassified Service, Civil Service Rules and County ordinances; and perform related functions assigned by the Chief Administrative Officer.

“The CAO Project Managers shall, under the administrative direction of the Chief Administrative Officer, be responsible for providing administrative coordination, including planning and support, for highly complex special projects of a temporary nature in the Chief Administrative Office. Additionally, the CAO Project Manager assigned to the Office of Internal Affairs shall be responsible to receive and investigate complaints of discrimination on the basis of race, color, religion, national origin, sex or other prohibited discriminatory acts under Federal or State law or County ordinances and policies, make appropriate recommendations, establish a written procedure which shall govern such complaints and be responsible to perform such other duties as the Chief Administrative Officer may from time to time assign.”

Section 9. Section 122.1 of Article VIII of the San Diego County Administrative Code regarding the appointment of personnel of the Chief Administrative Officer is amended to read:

“SEC. 122.1 APPOINTMENT AND EMPLOYMENT OF PERSONNEL.

The Chief Administrative Officer shall appoint and employ such personnel as may be necessary to carry out the duties of the Office of the Chief Administrative Officer, except the personnel allocated to the Assistant Chief Administrative Officer and Deputy Chief Administrative Officers who shall be appointed and employed by the Assistant Chief Administrative Officer or Deputy Chief Administrative Officer of said Office or Group. All appointments and employments made by the Chief Administrative Officer shall be in accordance with the provisions of the County Charter, Rules for the Unclassified Service, Civil Service Rules and County ordinances.”

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Section 14. This ordinance shall take effect and be in force thirty days after its passage, and before the expiration of fifteen days after its passage, a summary hereof shall be published once with the names of the members of this Board voting for and against it in the _____, a newspaper of general circulation published in the County of San Diego.

Section 15. Operative Date. This ordinance shall become operative on July 3, 1998.

APPROVED AS TO FORM AND LEGAL
COUNSEL

BY Anthony Alles
DEPUTY 5/11/98

U.S. Department of Labor

Employment Standards Administration
Office of Federal Contract
Compliance Programs
Washington, D.C. 20210



Dear Federal Contractor:

As the Deputy Assistant Secretary for the Office of Federal Contract Compliance Programs (OFCCP), I have made it a priority to offer guidance and outreach to all of our stakeholders, including the contractor community. The past year has been a confusing time for some of you, I know, given the uncertainty surrounding the impact of Proposition 209 on Federal requirements, and based on the feedback that I have heard from our regional staff in California. To that end, I am writing to clarify the Federal contractor responsibilities under Executive Order 11246 and its affirmative action requirements. Proposition 209 addresses state contracting, employment and education laws. Simply stated, it does not alter the Federal laws enforced by the OFCCP. Federal contractor responsibilities have not changed.

Every covered Federal government contract includes equal opportunity clauses. The Federal laws and the EEO clauses that OFCCP enforces ban discrimination and require Federal contractors and subcontractors to take affirmative action to ensure that all individuals have an equal opportunity for employment, without regard to race, color, religion, sex, national origin, disability or status as a Vietnam era or special disabled veteran.

Where contractors take their non-discrimination and affirmative action obligations seriously, it is less likely that discrimination will occur. Most Federal contractors can be proud of their accomplishments over the past 30 years in facilitating equal employment opportunity for all employees. Several California CEOs, in particular, have been recognized for their strong and innovative leadership that has resulted in many real-life success stories. However, recent media revelations regarding discriminatory employment practices in other major U.S. companies have underscored the importance of contractor self-auditing and vigilance to prevent discrimination and avoid needless, expensive litigation. We value your experience, ideas and suggestions in making equal employment opportunity a reality.

Working for America's Workforce

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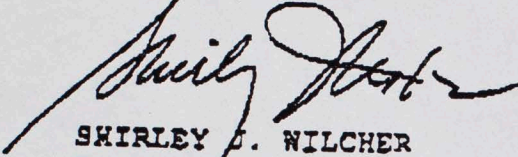
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- 2 -

For your convenience, I am enclosing a copy of the OFCCP Customer Service Plan and the OFCCP goals directive that explain affirmative action under Executive Order 11246. For any compliance assistance you may need, please contact Ms. Helene Haase, Regional Director at (415) 975-4720 or the OFCCP Ombudsperson at 1-888-37-OFCCP. I am confident that together we can ensure that all Americans have an opportunity to participate and contribute in the workplace.

Sincerely,



SHIRLEY D. WILCHER
Deputy Assistant Secretary



Committee on Chicano Rights, Inc

May 19, 1998

Chairman Greg Cox
Members of the Board of Supervisors

My name is Herman Baca, President of the CCR, a civil rights organization which has since the 1960s fought, marched, picketed, boycotted, and ^{HAS} even sued the County, because of the historical and institutional racism and discrimination which has existed against non-white persons and women in the Counties employment and contracting systems. ^{as well as our people}

Our political objective has always been to insure that one day there would be equal opportunity in hiring, promotions, contracting and parity for all, that would reflect the population makeup of the residents and taxpayers of this County.

Because of the above reasons, I come before you today to:

1) Go on record, ^{IN} strongly opposing CAO Lawrence B. Prior III proposal before you ^{TO} in which he is requesting that you abolish the Equal Opportunity Management Office, and delete positions and personnel.

2) It is our position that if the EOMO has outlived its usefulness then the CAO's proposal is ^{STILL} premature, because it is our understanding that the CAO at the present time only has a "diversity strategy" and not a diversity plan. We are requesting at this time that you reject and vote against the CAO's proposal until ^{HIS} the proposal is studied, ^{307 MAY} in order that a serious comprehensive diversity plan can be developed.

One which will insure that the ethnic and gender gains made under the

710 E. 3rd Street
National City CA 91950
(619) 477-3800

Consent Decree will be protected.

^{IN} ^{AND} ^{AND} further, ^{PLEASE} urging that you vote against the CAO's proposal we believe that the CAO should address and respond to ^{THE} the following unresolved issues:

A) ^{HE} How can the CAO or the Board remove the EOMO Director, if the Director was kept in the County Charter by a vote of the people during the mid 1980s. ^{POSITION OF}

B) If the County is so fiercely committed to a diversity plan then why has the County only spent \$50,000-\$60,000 dollars and the City of San Diego has spent over \$500,000 dollars on their plan.

c) If the CAO proposed diversity plan is approved, will it insure that the ethnic and gender gains made under the Consent Decree will not be erased, because of the CAO proposed cutbacks and layoffs?

D) ^{BEG} Why, before a diversity plan has developed, is the CAO proposing to fire experienced equal opportunity officers and replace them with new hires?

E) ^{THE CAO} What criteria has been developed to insure that new equal opportunity personnel in the various departments, will be trained and be able to independently and impartially investigate discrimination, civil rights, contracting and compliance complaints?

In raising the above issues ^{BY YOU NOT VOTING AGAINST THE CAO} it is our firm belief that if the ^{PE} above issues are not addressed, that department heads will soon ^{REVERT} retreat back to their historical and institutional practice of racism and discrimination.

^{TODAY} So I ask, if the CAO is stating here today that the dissolved Consent Decree was not the solution, I am here today to tell you that neither is his solution of turning over this delicate issue that will affect ^{THE RIGHT & OPPORTUNITY OF} over 70% (minorities and women) ^{OF THE CONSTITUENTS} over to his office

pg 3
or other department heads.

Let us not forget, ^{THAT} it was these same department heads that were discriminating and were responsible for the Consent Decree Order. ^{IN THE 1ST PLACE.}

No way, no how, can we accept that this same department heads will ~~now~~ protect the rights of those who were excluded and discriminated because of their gender and race.

So in closing, I am proposing that if the County is indeed committed to hiring, promoting, and contracting on the basis of "merit", and not race or gender ^{IN} that the only realistic solution is for the Board of Supervisors to create a new office. ^{AN OFFICE OF} of merit ^{& DIVERSITY} and diversity. An ^{OFFICE} office that will be independent, and have the power to ^{APPROVE BY} investigate and enforce the mandate of the diversity plan of ^{THIS} the Board, and which will be directly accountable to the Board. ^{& NOT}

Thank you.

HERMAN BACA

Chairman, Committee on Chicano Rights

ARE NOW GOING TO TAKE ALL OF THE I AM ASKING THAT YOU VOTE AGAINST THE CAO &

DIVERSITY IN

SLATED



Committee on Chicano Rights, Inc

May 19, 1998

BACK TO THE 50's??????

PRESENTATION BEFORE THE BOARD OF SUPERVISORS

San Diego, CA....My name is Herman Baca, President of the Committee on Chicano Rights, a civil rights organization which since the 1960's has fought, marched, picketed, boycotted, and even sued the county, because of the historical and institutional racism and discrimination which has existed against non-white persons, woman, and especially persons of Mexican ancestry in the county's employment and contracting systems.

Our political objective has always been to insure that one day there would be equal opportunities in hiring, promotions, contracting and parity for all which would reflect the population make-up of the residents and taxpayers of this county.

Because of the above reasons, I have come before you today to:

1) Go on record in opposing CAO Lawrence B. Prior III proposal before you in which he is requesting that you abolish the Equal Opportunity Management Office and delete positions and personnel.

It is our position that if the EOMO has outlived its usefulness that the CAO proposal is still premature, because of our understanding that the CAO at the present time only has a "diversity stragedy" and not a comprehensive "diversity plan"! We are requesting that the Board of Supervisors go on record and reject and vote against the CAO proposal. Until such time as the CAO proposal is studied, so that a serious comprehensive diversity plan can be developed. One which will insure that the ethnic and gender gains made under the Consent Decree will be protected.

In requesting that you vote against the CAO proposal we also believe that the CAO should address and respond to you on the following unresolved issues:

**710 E. 3rd Street
National City CA 91950
(619) 477-3800**

A) how can the CAO or the board remove the position of EOMO Director, if the Director was kept in the charter by a vote of the people in the mid 1980's?

B) If the county is fiercely committed to a diversity plan then why has the county only spent \$50-\$60,000 dollars and the City of San Diego has spent over \$500,000 on their plan?

C) If the CAO proposed diversity is approved will it insure that the ethnic and gender gains made under the Consent Decree will not be erased because of the CAO proposed cutbacks and layoff's?

D) Why before a diversity plan has been developed, is the CAO proposing to fire experienced equal opportunity officers and replace them with new hires?

E) What criteria has the CAO developed to insure that new equal opportunity officers in the various departments will be trained and be able to independently and impartially investigate discrimination, civil rights, contracting and compliance complaints? In raising the above issues, it is our firm belief that if the issues are not addressed, that department heads will revert back to practicing their historical and institutional racism and discrimination.

The CAO has today stated that the dissolved Consent Decree was not the solution and he proposes to you that he has the solution, I am here today to tell you that, that is not an acceptable solution to us. This board should not turn over this delicate issue which will effect the rights and oportunties of over 70% (woman and so-called minorities) of your constituency over to his office or other department heads.

Let us not forget that it was this same department heads that were responsible for the racism and discrimination which resulted in the Consent Decree order. So no way, no how, can you expect us to believe that this same department heads are now going to protect the rights of those who were excluded and discriminated because of their gender and race.

Those are all of the reasons why I have asked today, that you go on record and vote aganist theCAO proposal. In closing, I am proposing that if the County of San Diego is indeed committed to diversity in its work force and in hiring, promotions, contracting on the basis of "MERIT", and not on race or gender, then the only realistic solution is for the Board of Supervisors to create a new office for that purpose. An office of "Diversity" and "merit". An office that will be independent, have the power to

(3)

investigate and enforce the the laws and rules of the comprehensive diversity plan which the Board will approve. This office should not be under the control of the CAO and should be directly accountable to the Board. Any thing other than that is nothing less than a return to the good old boy network, or a return back to the way things existed in the 1950's.

Thank you

Herman Baca

For further information call (619) 477-3800
cc. News Media



Committee on Chicano Rights, Inc

May 20, 1998

Karen Kucher
Reporter
SD Union

Ms. Kucher:

Enclose for your information is:

- A) Press release
- B) Presentation to the Board of Supervisors 5/19/98

If you have any questions or are in need of further information
call at (619) 477-3800.

Contact person: Herman Baca

**710 E. 3rd Street
National City CA 91950
(619) 477-3800**



Committee on Chicano Rights, Inc

May 20, 1998

FOR IMMEDIATE PRESS RELEASE
" BACK TO THE 1950's "

SAN DIEGO, CA...Herman Baca, President of the Committee on Chicano Rights (CCR) today accused Supervisor Chairman Greg Cox and the San Diego Board of Supervisors of playing "insidious" politics with the County's program to attain "equal opportunity" and "parity" for all in the County's employment and contracting systems. The charge was levied one day after a presentation (see enclosed) opposing and after the Board vote unanimously to abolish the Equal Opportunity Management Office, its positions, and to fire its personnel.

According to Baca "we are accusing the board of playing "insidious" politics" because " on the one hand the board without discussion, minimal study, and an illegal vote (see pg. 2 #A in presentation) have voted to abolish the EOMO office, and more importantly the principle of equal opportunity and parity for all persons." "They have done this with full knowledge that CAO Lawrence B. Prior III has to date only a diversity strategy and not a comprehensive diversity plan!" Because of this continued Baca " Supervisor Cox and company are attempting to turn the clock back to the 1950's, destroy 20 years of gains and progress for so-called minorities". On the other hand Supervisor chair Cox and company who have approved that the protection of protecting the rights of those who have been excluded and discriminated because of their race and gender be turned over to the CAO and his department heads...the same department heads that were found guilty of discriminating by a federal court, and who had to be forced by the federal court ordered Consent Decree to comply" would "have us and the public believe that the county and the board are committed to a diversified work force, that will be

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National City CA 91950
(619) 477-3800**

hired, promoted and contracts issued on "Merit."

Baca, in his presentation to the Board, proposed that, "if the County is indeed committed to diversity in it's work force, in hiring, promotions, and contracting, based on "Merit," and not race or gender, that the County create a new office for that purpose. An office of "DIVERSITY" and "MERIT." "An office that will be independent, have power to investigate and enforce laws and regulations, and be directly accountable to the Board and not the CAO'S office." Anything other than that," concluded Baca, "will be a return back to the good old boy network, and a return back to the way things existed back in the 1950's."

-END-

For further information call (619) 477-3800

Contact: Herman Baca



COUNTY OF SAN DIEGO

CHIEF ADMINISTRATIVE OFFICE

AGENDA ITEM

BOARD OF SUPERVISORS

GREG COX
First District
DIANNE JACOB
Second District
PAM SLATER
Third District
RON ROBERTS
Fourth District
BILL HORN
Fifth District

DATE: February 3, 1998

TO: Board of Supervisors

SUBJECT: APPROVAL OF REQUEST FOR PROPOSALS FOR CALIFORNIA WORK OPPORTUNITY AND RESPONSIBILITY TO KIDS (CalWORKs) CASE MANAGEMENT (All Districts)

SUMMARY:

Overview

On December 16, 1997 (18), the Board of Supervisors approved in concept the competition of Welfare to Work case management services, and directed the Chief Administrative Officer to return to the Board for authorization to issue a Request for Proposals, negotiate, and award contracts to provide Welfare to Work case management for participants in the California Work Opportunity and Responsibility to Kids (CalWORKs) program. Today's item requests Board action to proceed with the competitive procurement of Welfare to Work case management in four of six geographic regions. County staff will continue to serve the remaining two regions, and the County's performance will be evaluated using the same outcome measures as contract providers.

Recommendations

CHIEF ADMINISTRATIVE OFFICER

1. Authorize the Purchasing and Contracting Director to issue a Request for Proposals to provide Welfare to Work case management for CalWORKs participants. In accordance with Article V, Section 93.1(a) of the County Administrative Code, authorize the Purchasing and Contracting Director to negotiate and award contracts for these services subject to the approval of the Director, Health and Human Services Agency, and subject to the Chief Administrative Officer making a determination of economy and efficiency. The initial contracts will be awarded for a base period beginning on or after May 15, 1998 through June 30, 1999, with options for three additional years through June 30, 2002. The amount available for contracts for the period of May 15, 1998 through June 30, 1999 is up to \$19,335,275.
2. Approve and authorize the Purchasing and Contracting Director to amend the awarded contracts for the base period of May 15, 1998 through June 30, 1999, and three subsequent years to reflect changes in funding allocations or required services as approved by the Director, Health and Human Services Agency.
3. Establish appropriations in the amount of \$2,762,182 of unanticipated revenue from the California Department of Social Services to the Health and Human Services Agency, Family Resource Bureau, Fiscal Year 1997-1998 budget for the CalWORKs

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COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS

SUBJECT: APPROVAL OF REQUEST FOR PROPOSALS FOR CALIFORNIA WORK OPPORTUNITY AND RESPONSIBILITY TO KIDS (CalWORKs) CASE MANAGEMENT (All Districts)

program for Welfare to Work case management contract costs for the period of May 15 through June 30, 1998. (4 VOTES)

Advisory Board Statement

The GAIN subcommittee of the Social Services Advisory Board provided assistance in the selection of the two CalWORKs Welfare to Work regions recommended in this Board letter for administration by County staff. This report and attachments were approved by the entire Social Services Advisory Board on January 12, 1998. This report was also shared with the Community Action Board for information.

Fiscal Impact

This proposal adds \$2,762,182 in appropriations and revenues in the current year. Full year costs are estimated to be \$16,573,093 in Fiscal Year 1998-1999. The funding source is the California Department of Social Services CalWORKs program. There will be no additional net County cost nor staff years in Fiscal Year 1997-1998. In Fiscal Year 1998-1999, staff years are anticipated to decrease as a result of re-engineering and reorganizing the Health and Human Services Agency; however, the extent of any staffing decrease cannot be projected yet.

Business Impact Statement

This proposal will have a positive impact on the business community by increasing the pool of job seekers to fill available positions.

BACKGROUND

The provisions of the federal Personal Responsibility and Work Opportunity Reconciliation Act of 1996 increased the flexibility of states operating the Temporary Assistance for Needy Families (TANF) program. The work requirements of the federal law made participation in work activities a condition of welfare receipt and established a 60-month time limit for most recipients. The Welfare to Work Act of 1997 created California's TANF program, California Work Opportunity and Responsibility to Kids (CalWORKs), which began on January 1, 1998. The Welfare to Work requirements of CalWORKs must be implemented no later than April 9, 1998. These work requirements are expected to create a three-fold increase in the number of County welfare recipients who must engage in full-time work activities, from approximately 12,000 to 34,000.

On August 6, 1997 (5), the Board of Supervisors approved the document "Welfare to Work in San Diego County" as the County's welfare reform strategic plan. Community-based service delivery and "work, not welfare" are among the key elements of the strategic plan. The County's strategic directions for welfare reform include a goal of at least 40% of all CalWORKs families working in unsubsidized jobs, and a policy goal of 100% engagement of able-bodied recipients in work or work-related activities, by June 30, 1999.

In the first step towards achievement of these goals, on December 16, 1997 (18), the Board of Supervisors approved in concept the privatization of approximately two thirds of CalWORKs Welfare to Work case management. This privatization strategy is consistent with the welfare reform strategic goals for increased community involvement, re-engineering welfare and

SUBJECT: APPROVAL OF REQUEST FOR PROPOSALS FOR CALIFORNIA WORK OPPORTUNITY AND RESPONSIBILITY TO KIDS (CalWORKs) CASE MANAGEMENT (All Districts)

performance-based service delivery. State law allows the outsourcing of CalWORKs Welfare to Work case management. Employment services have been contracted out to for-profit and non-profit organizations in many locales, and a market for this service exists in San Diego County.

On January 13, 1998 (2), the Board approved the business model for the Health and Human Services Agency. This business model includes the development of contracted networks for community service delivery under a regional County management structure. The CalWORKs Request For Proposals marks the first time that the County is contracting out this proportion of case management responsibility in the employment services arena, and will launch regionalization of service delivery in the Agency's Family Resource Bureau.

The CalWORKs Case Management Request for Proposals (RFP) reflects input from the community, research regarding the plans and strategies of other states and counties, and consultation with experts in welfare-related employment programs. A "CalWORKs Request For Proposals Concept Paper" was sent to over 300 agencies and interested parties. Input received assisted in the development of the Request for Proposals. The responses supported the use of contractors and County staff, regional service delivery, community involvement, and the earliest possible linking of welfare recipients with Welfare to Work case managers. Some responses expressed concern that the performance goals are ambitious for the early stages of CalWORKs implementation, and experience is needed to determine whether these goals are achievable.

Attachment A is a summary of the CalWORKs Request for Proposals. It describes the County's CalWORKs program design, which calls for a case management agency in each of the six Health and Human Services Agency regions. Each regional case management agency will be responsible for

- placing recipients in employment,
- developing and executing individual Welfare to Work plans,
- enforcing full-time participation requirements,
- promoting sustained employment and self-sufficiency, and
- establishing linkages to community resources needed to provide services and support to Welfare to Work participants.

County staff will be responsible for case management in two of the six regions. To promote competition and creativity, the County will contract for case management services in the four other regions, with a goal of selecting two regional contractors from for-profit agencies and two from nonprofit agencies. However, proposals will be selected based on best value to the County, regardless of the proposer's for-profit or non-profit status. Proposals may be submitted for as many as four regions. Although partnership among agencies is allowed and encouraged, to ensure diversity in the service delivery model no agency will be awarded more than two regions, either as a sole contractor or in partnership with other agencies. In addition, any selection would depend upon a finding of economy and efficiency per Board Policy A-96.

The Social Services Advisory Board assisted in the selection of the two regions to be administered by the County. The recommended model calls for County staff to be responsible for

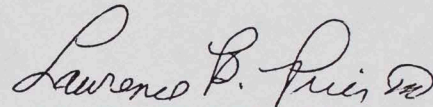
SUBJECT: APPROVAL OF REQUEST FOR PROPOSALS FOR CALIFORNIA WORK OPPORTUNITY AND RESPONSIBILITY TO KIDS (CalWORKs) CASE MANAGEMENT (All Districts)

case management in the Central and North Coastal regions, and subject to the same performance outcome measures as contracted regional providers. In developing its input, the Social Services Advisory Board reviewed social factors such as health, crime, and substance abuse, as well as recipient population size and language needs. While participants in every region face significant challenges to achieve self-sufficiency, the Central region has the largest CalWORKs population. In addition, this region is strategically located should it become necessary to re-deploy County staff. Finally, by serving both the Central and North Coastal regions, County staff will serve approximately one third of the participants, in both urban and suburban settings, conforming with the original concepts of competition and privatization of case management services.

Since the CalWORKs program is new, and contracting for case management on this scale is untested in the County of San Diego, baseline data will be collected through December 1998 for each of the six regions. The evaluation of the efficiency and effectiveness of each regional case management provider will then be conducted by an independent evaluator. In addition, the performance goals and objectives will be reviewed to determine if they are realistic and appropriate.

During the start up period--the effective date of the contracts through December 31, 1998--contractors will be paid on a cost reimbursement basis. Beginning January 1, 1999, payments to contractors will be based on performance. If approved by the Board, it is anticipated that the Request for Proposals will be released in February, and contracts awarded in May 1998.

Respectfully submitted,



LAWRENCE B. PRIOR III
Chief Administrative Officer

BOARD OF SUPERVISORS
AGENDA ITEM
INFORMATION SHEET

SUBJECT: APPROVAL OF REQUEST FOR PROPOSALS FOR CALIFORNIA
WORK OPPORTUNITY AND RESPONSIBILITY TO KIDS
(CalWORKs) PROGRAM CASE MANAGEMENT

SUPV. DIST.: All

COUNTY COUNSEL APPROVAL: Form and Legality *SPM* Yes N/A
 Standard Form Ordinance Resolution

CHIEF FINANCIAL OFFICER/AUDITOR APPROVAL: N/A Yes
4 VOTES: Yes No

CONTRACT REVIEW PANEL: Approved _____ N/A

CONTRACT NUMBER(S): N/A

PREVIOUS RELEVANT BOARD ACTION:

8/6/97 (5) Approval of San Diego's welfare reform strategic plan; 12/16/97 (18) Approval in concept of competition of Welfare to Work case management services, and direction to the Chief Administrative Officer to return in 30 days for authorization to issue a Request for Proposals, negotiate and award contracts for these services.

BOARD POLICIES APPLICABLE:

A-81, Procurement of Contract Services; A-87, Competitive Procurement; A-96, CAO Determination Regarding Economy and Efficiency.

CONCURRENCE(S):

Purchasing and Contracting *MB 12/31/97*

ORIGINATING DEPARTMENT: Health and Human Services Agency, Family Resource Bureau

CONTACT PERSON: Joan Zinser (S48) 338-8420, MS W-408

Anil W. Stepp
DEPARTMENT AUTHORIZED REPRESENTATIVE

January 13, 1998
MEETING DATE

FISCAL IMPACT STATEMENT

Level of Mandate for the Program/Service Level is:

Mandated/Mandated Discretionary/Mandated

Mandated/Discretionary Discretionary/Discretionary

Social Services Department Family Resource Bureau Program

Level of Mandate for this Proposal/Service Level is:

Mandated/Mandated Discretionary/Mandated

Mandated/Discretionary Discretionary/Discretionary

CalWORKs Contract

FUTURE YEAR ESTIMATED BUDGET OF PROPOSAL IF ADOPTED

	(a)	(b)	(c)	(d)	(e)
	Budgeted Amount for Proposal	Proposed Change in Budgeted Amount	Proposed Revised Current Year Budget (a+b)	FY '98-99 1 st Subsequent Year	2 nd Subsequent Year
Direct Cost	\$30,472,695	\$2,762,182	\$33,234,877	\$47,045,787	\$ N/A
Revenue	<\$30,472,695>	<\$2,762,182>	<\$33,234,877 >	<\$47,045,787>	\$ N/A
NET GENERAL FUND COST	\$ 0	\$ 0	\$ 0	\$ 0	\$ N/A
Staff Years	288.0	0	288.0	288.0	N/A

Sources of Revenue for Proposed Change and Subsequent Year:

Federal/State CalWORKs Funds	0	\$2,762,182	\$ 2,762,182	\$16,573,093	N/A
State GAIN Funds	\$28,395,006	0	\$28,395,006	\$28,395,005	N/A
Social Services Trust Funds	\$ 2,077,689	0	\$ 2,077,689	\$ 2,077,689	N/A

Support/Other Department Impacts: N/A

Remarks:

Column (b) includes \$2,762,182 for Welfare-to-Work contracts for May and June 1998. Column (d) includes contract amount of \$16,573,093 for FY 98-99. Most unspent funds in Fiscal Year 1997-98 can be rolled over to Fiscal Year 1998-99.

Although FY 98-99 staff years are anticipated to decrease as a result of re-engineering and reorganizing the Health and Human Services Agency, the number of staff years shown in Column (d) for FY 98-99 is the same as the FY 97-98 level because the extent of any staffing decrease cannot be determined at this time.

ATTACHMENT A

CALIFORNIA WORK OPPORTUNITY AND RESPONSIBILITY TO KIDS (CALWORKS) WELFARE TO WORK CASE MANAGEMENT REQUEST FOR PROPOSALS Summary

The following is a summary of the Request for Proposals for San Diego County's CalWORKs' Welfare to Work case management services.

San Diego County California Work Opportunity and Responsibility to Kids (CalWORKs) Program Overview

CalWORKs imposes a lifetime 60-month time limit on receipt of cash assistance for adults in a family. In addition, as a condition of receiving cash aid, employable adults are limited to 18 to 24 months in which they must participate in Welfare to Work activities to prepare for self-sufficiency. Following the 18 to 24 month time limit, these adults may continue to receive cash aid up to the 60-month time limit only if they participate full time in Community Service.

The design for San Diego's CalWORKs program is detailed in the Request For Proposals, and includes a general sequence of activities as described below:

Eligibility Determination and Diversion

(Eligibility activities will be delivered by County Health and Human Services Agency staff. Diversion activities may be provided jointly by Health and Human Services Agency staff and co-located contractors.)

- Orientation to CalWORKs.
- Immediate job leads, resource and referral services.
- One-time payments to cover short-term or emergency needs, such as car repairs or tools, to enable applicants to avoid becoming welfare recipients.*
- CalWORKs cash aid eligibility determination.*
- Determination of mandatory participation in, or exemption from, work activities.

* The County is precluded by statute from contracting out eligibility functions.

Welfare to Work

(To be delivered by regional providers — contractors and Health and Human Services Agency staff.)

- Job search
- Assessment and full-time involvement, up to the 18 to 24 month time limit, in Welfare to Work activities according to a Welfare to Work Plan. (See below for activities required after the 18-24 month time limit.)
- Social services, supportive service payments (child care, transportation, etc.) and other services which will assist participants to obtain and maintain work, and achieve self-sufficiency.

Community Service

(To be delivered by regional providers — contractors and Health and Human Services Agency staff.)

Available to participants who have been unable to achieve full-time unsubsidized employment by the end of their 18-24 month time limit, Community Service is unpaid work experience which can provide the skills to lead to unsubsidized employment and which fills an unmet community need. Welfare to Work participants may continue to receive cash assistance until they reach a 60-month lifelong time limit only if they are participating in this activity.

Case Management Contracts

The allocations received by county welfare departments for the CalWORKs program fund eligibility and employment-related case management. San Diego County's Health and Human Services Agency currently has the capacity to provide case management for only about one-third the volume of participants expected under CalWORKs, and will seek to contract with other providers for case management services to two-thirds of the CalWORKs participants.

Regional Service Delivery, Collaboration

Contractors and the Health and Human Services Agency will act as regional case management agencies. These regional providers will be expected to provide case management, and to coordinate and collaborate with other agencies receiving funding for specific CalWORKs services, and with community and neighborhood agencies operating in the region. Regional case management providers will be expected to leverage funding and resources to obtain the direct services needed by the participants in their regions. They will be expected to assist also in building the capacity of the community to support its working families on an ongoing basis.

Competition, Creativity, Performance

To promote creativity and competition and to determine the capabilities of for-profit agencies, non-profit agencies and County government to provide CalWORKs case management services, San Diego County is proposing to provide case management in six service delivery regions:

- Central
- North Inland
- East County
- North San Diego
- North Coastal
- South San Diego

(Maps of the service delivery regions are appendices to the CalWORKs Case Management Statement of Work and are included as pages A-5 through A-11 of this summary.)

The County Health and Human Services Agency will provide case management in the Central and North Coastal regions, providing service to about one-third of the total CalWORKs participants. The ideal result of the Request for Proposals would be to outsource case management in the remaining four regions as follows:

- Two regions administered by for-profit contractors;
- Two regions administered by non-profit contractors.

However, proposals shall be selected based on best value to the County, regardless of the proposer's profit/nonprofit status. Proposals may be submitted for as many as four regions, but to ensure diversity in service delivery, contracts shall be awarded for no more than two regions per offerer, either as sole contractor or in partnership with other agencies.

Goal

The goal of the contracts resulting from the Request for Proposals is to engage all Welfare to Work participants in each region in work activities that will result in sustained employment and self-sufficiency. In the process, the regional provider will be expected to work with and assist local communities within the region to develop or enhance their capacity to support the transition of recipients from Welfare to Work.

Responsibility for Meeting Program Requirements/Achieving Outcomes

Regional providers will be required to meet all CalWORKs program requirements and achieve the required outcomes, including the participation rate standards on which County CalWORKs funding depends, and the objectives for employment, sustained employment and self-sufficiency.

Work Participation

- The County has set a policy goal of 100 percent engagement in work or work activities. A minimum of seventy-five percent (75%) of the provider's CalWORKs participants in one-parent assistance units shall be participating in approved work activities for 32 hours per week, and ninety percent (90%) of the provider's CalWORKs participants in two-parent assistance units shall be participating in approved work activities for 35 hours per week by June 30, 1999.

Employment

- Forty percent (40%) of the provider's CalWORKs participants shall be engaged in unsubsidized employment by June 30, 1999, building upon the County's current employment rate of nearly 32% of AFDC recipients.

Sustained Employment

- Seventy percent (70%) of the provider's CalWORKs participants who enter employment shall remain employed for at least three (3) consecutive months; sixty percent (60%) shall remain employed for at least six (6) consecutive months..

Self-Sufficiency

- The average hourly wage of the provider's employed CalWORKs participants shall increase by two percent (2%) per year beginning July 1, 1998.
- Twenty percent (20%) of the provider's employed annual caseload will exit the CalWORKs program because of employment and remain independent of CalWORKs cash assistance for at least six (6) consecutive months.

Other

Providers will be required to:

- Have facilities which are accessible to participants from 8:00 AM to 5:00 PM, Monday through Friday, with additional hours that accommodate participants who work;

- Provide services which are culturally sensitive and which meet the language needs of the participants in the region;
- Adopt and adhere to the County's policy of zero tolerance for fraud;
- Maintain fiscal controls and security provisions for automated systems, case records, monies and payment systems;
- Authorize, and in some cases issue, supportive service payments;
- Collect and report all required data to the County;
- Meet the County's automation specifications;
- Work with Indian tribes in the region;
- Coordinate with other County programs providing specialized case management and other services to segments of the CalWORKs population.

Contract Duration

The Health and Human Services Agency anticipates that thirteen and one-half (13 1/2) month contracts would begin effective May 15, 1998, with options for three additional years through June 30, 2002 for the four regions indicated.

Contract Compensation

From the effective date of the contract through December 31, 1998, contractors will be compensated on a cost-reimbursement basis to allow for start-up and the phase-in of all CalWORKs participants. Effective January 1, 1999, contractors will be compensated based on their performance in the following areas:

- Engagement of participants in Welfare to Work activities,
- Meeting participation rate standards,
- Achieving employment objectives,
- Achieving the objective of sustained employment for six consecutive months.

As funding becomes available, contractors may receive incentive payments for exceeding these standards and objectives and for achieving self-sufficiency objectives.

Selection Factors

Though all factors are important, technical proposals will be evaluated based on the proposer's qualifications in the following areas:

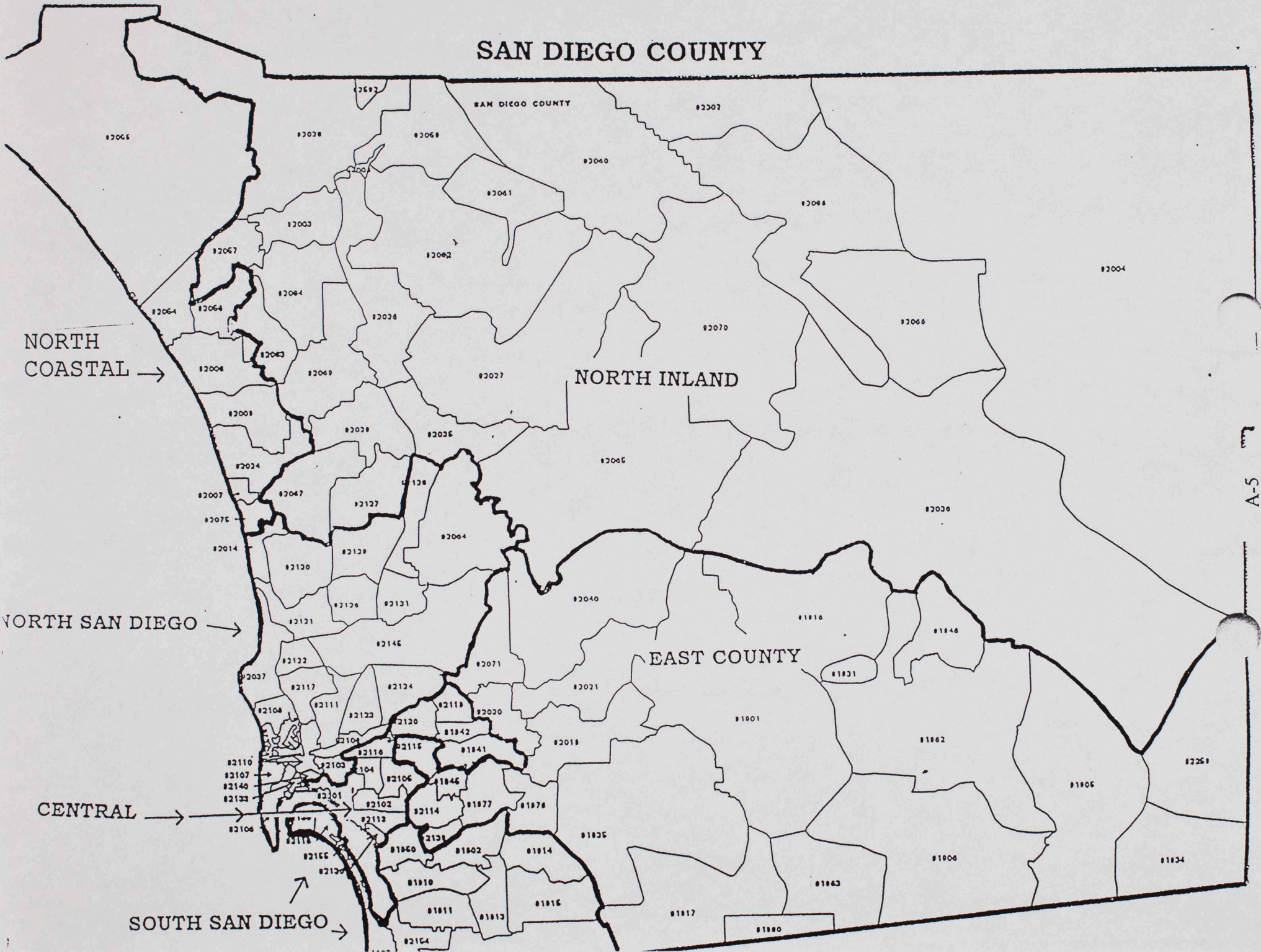
- Case management
- Community partnerships and collaboration
- Financial and cost management/fraud deterrence and detection
- Technology/automation support/records security

Proposals within a competitive range will be further evaluated based on total cost and cost per participant.

Contract Monitoring

Staff of the Health and Human Services Agency's Contract Operations division will provide contract monitoring. Administrative oversight of the CalWORKs program will be performed by the Agency's Family Resource Bureau.

SAN DIEGO COUNTY



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NORTH SAN DIEGO →

CENTRAL →

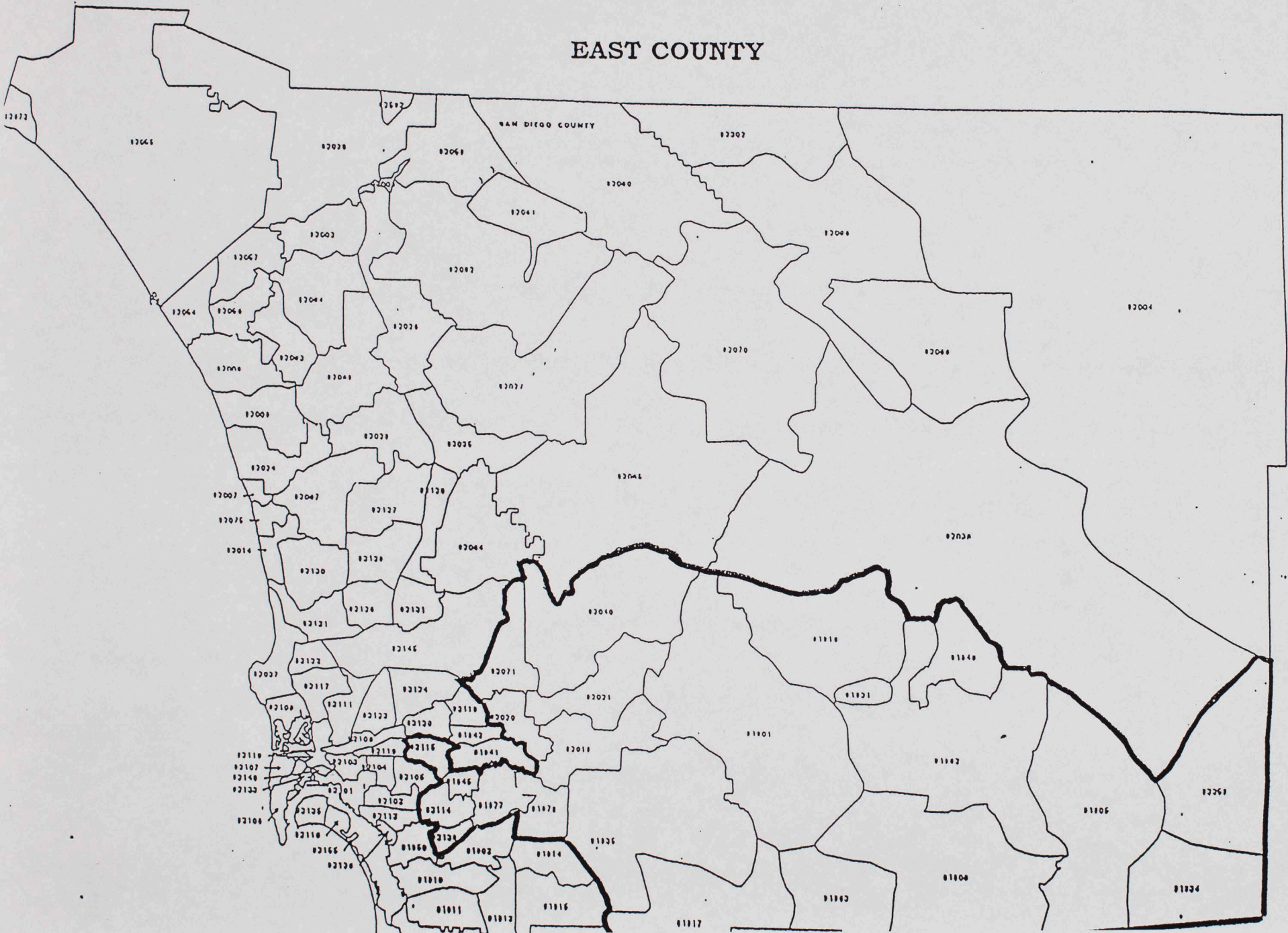
SOUTH SAN DIEGO ↗

NORTH INLAND

EAST COUNTY

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EAST COUNTY



NORTH SAN DIEGO

SAN DIEGO COUNTY

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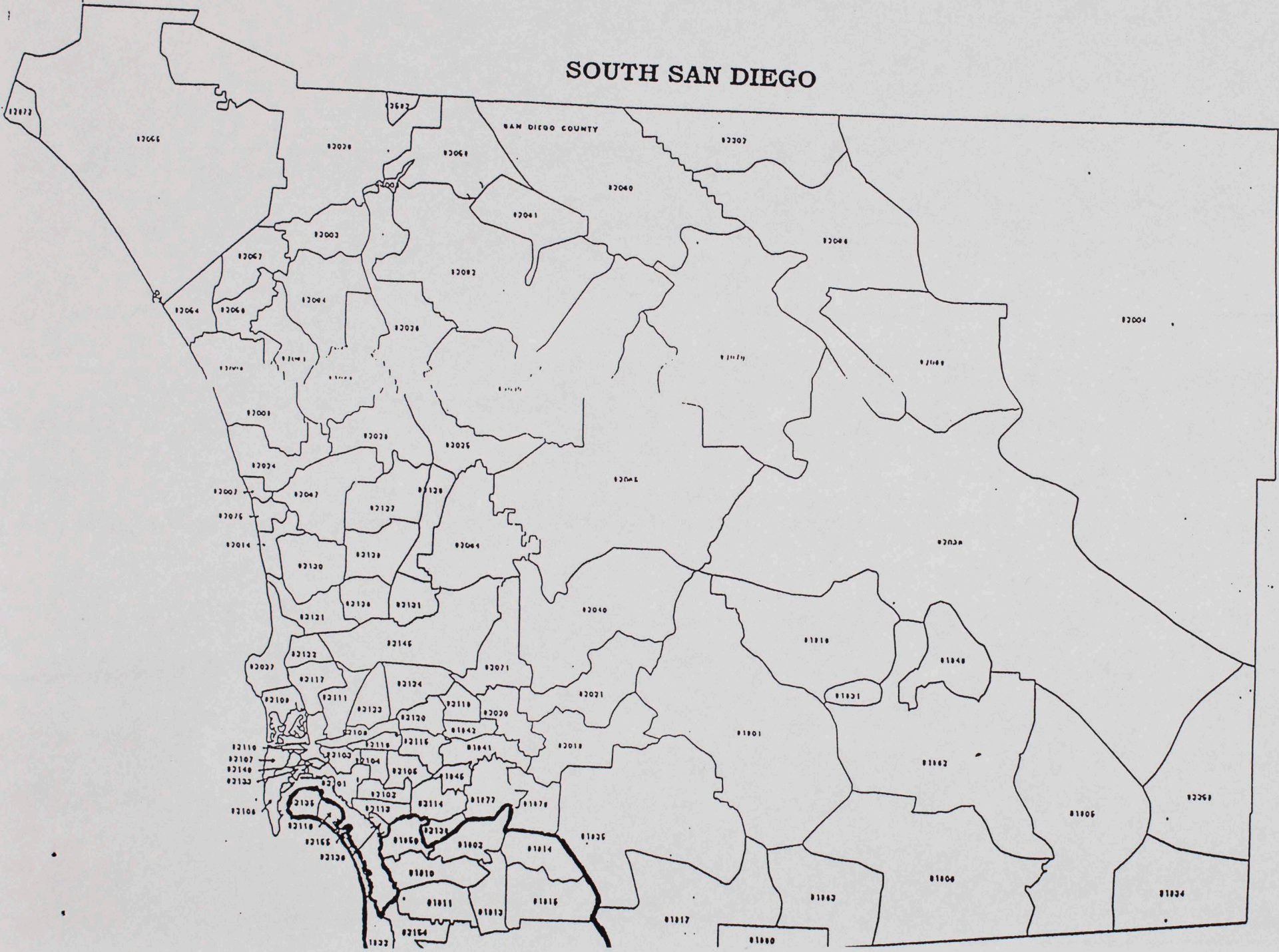
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SOUTH SAN DIEGO



BLUE - AUDITOR & CONTROLLER
WHITE - BOARD OF SUPERVISORS
GOLDENROD - ORIGINATOR'S COPY
YELLOW - CHIEF ADMINISTRATIVE OFFICER
GREEN - AUD. & CONT. FILE COPY
PINK - ORIGINATOR'S FILE COPY

REQUEST FOR TRANSFER OF APPROPRIATIONS
REQUEST APPROPRIATION OF UNANTICIPATED/~~OVERREALIZED~~ REVENUE
REQUEST FOR CANCELLATION OF APPROPRIATIONS/ESTIMATED REVENUE
OTHER (SPECIFY) _____

-
-
-
-

ORIGINATING UNIT Social Services DATE 12-24, 1997

REASON(S) FOR REQUEST: **Appropriate unanticipated Revenue for Welfare To Work Contracts.**

"TRANSFER FROM" DEPT. Social Services "TRANSFER TO" DEPT. _____

NAME/TITLE Cecil H. Steppe (Signature of Department Head or Designee) NAME/TITLE Cecil H. Steppe (Signature of Department Head or Designee)

Cecil H. Steppe, Director

TRANSFER APPROPRIATIONS FROM OR BUDGET OVERREALIZED UNANTICIPATED REVENUE OR CANCEL APPROPRIATIONS								
ORG.	ACCT.	EQUIPMENT		TASK	OPTION	ACTIVITY	ACCT. DESCRIPTION	AMOUNT
		ITEM	QNTY					
3952	9313						State/GAIN 100Z	\$2,762,182
							TOTAL	\$2,762,182

TRANSFER APPROPRIATIONS TO OR ESTABLISH APPROPRIATIONS OR CANCEL REVENUE								
ORG.	ACCT.	EQUIPMENT		TASK	OPTION	ACTIVITY	ACCT. DESCRIPTION	AMOUNT.
		ITEM	QNTY					
3941	2376						Contracts	\$2,762,182
							TOTAL	\$2,762,182

***NOTE: Totals must be equal**

CHIEF ADMINISTRATIVE OFFICER
CHIEF FINANCIAL OFFICER

Per CAO/CFO review, qualifies for Auditor and Controller final approval, pursuant to Administrative Manual Policy #0030-10.

[Signature]
Initials

Transfer: Approved
Disapproved

Remarks: _____

Name Pablo Quiroga
Title County Budget Analyst
Date 12/30/97

AUDITOR AND CONTROLLER

Appropriations are available
 Unanticipated revenue will be earned under contract/grant # CAWORKS
 Revenue available from fund # _____
 Overrealized revenue has been recorded
 Appropriation contingent upon _____
 Appropriations and revenue are available for cancellation as requested.

(CBO _____)**
Auditor Approval Only _____
Board Approval Required ✓
of Votes 4

Auditor's No. 205-2
Name Rita K. Bell
Title Senior Acct
Date 12/30/97

**CBO signature does not constitute Auditor approval. Form must be signed by Auditor's Budget Accounting Division.

BOARD ACTION

Approved and/or authorized by the Board of Supervisors of the County of San Diego.

Date: 2/3/98 Minute Order No. 11

Clerk of the Board of Supervisors
By: M. Egan
Deputy Clerk