



County of Santa Cruz

PERSONNEL DEPARTMENT

701 OCEAN STREET, SUITE 310, SANTA CRUZ, CA 950604073

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DANIA TORRES WONG, DIRECTOR

January 3, 2001

Agenda: January 9, 2001

Board of Supervisors
County of Santa Cruz
701 Ocean Street
Santa Cruz, CA 95060

Augmentation to Appropriations for Temporary Employment Services

Dear Members of the Board:

As your Board is aware, the County's Personnel Department, through its Employment Services Division, is responsible for the recruitment and hiring of staff. As your Board learned at budget hearings, our efforts are currently conducted in a challenging labor market. Our recruitment efforts for professional staff, such as law enforcement personnel, nurses, planners, technical staff, and accountants have been particularly impacted.


Our office employs a number of strategies to deal with labor market pressures. For example, to shorten the turn-around time required to process applicants for law enforcement positions, we implemented over-the-counter testing. To address a tight market for technology workers, the County has instituted a comprehensive training program in the Information Services Department to "home-grow" technology expertise. Our office also uses temporary employment agencies in the short term to assist departments who have immediate needs. The costs for temporary employment services are centralized in the Personnel Department, and are billed back to the individual departments who require these services.

At this time, our fund for these services requires augmentation. It is estimated that County departments will require approximately \$50,000 in temporary employment services through the remainder of fiscal year 2000-2001. Funds are available from departmental salary savings to assume these additional costs, and costs will only be incurred as required by County departments.

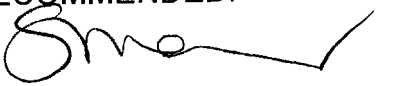
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It is therefore RECOMMENDED that your Board approve the attached resolution, increasing appropriations in professional services by \$50,000, offset by Intrafund Transfers.

Sincerely,


Dania Torres Wong
Personnel Director

RECOMMENDED:


SUSAN A. MAURIELLO
County Administrative Officer

Attachment

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