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JACK CRIST
DEPUTY CITY MANAGER

NEIGHBORHOODS,
PLANNING AND DEVELOPMENT
SERVICES DEPARTMENT

CITY OF SACRAMENTO
CALIFORNIA

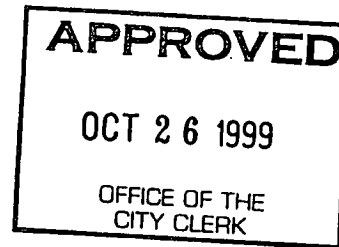
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September 22, 1999

City Council
Sacramento, California

Honorable Members in Session:



**SUBJECT: CREATION OF A PARKS, RECREATION AND COMMUNITY PROGRAMS
DEPARTMENT**

LOCATION AND COUNCIL DISTRICT: Citywide

RECOMMENDATION

This report recommends that the City Council:

1. Create a Parks, Recreation and Community Programs Department
2. Add 1 FTE for the Director of the Department
3. Allocate \$90,000 from general fund contingency to fund the position for FY00

CONTACT PERSON: Jack Crist, Deputy City Manager 264-7598

FOR COUNCIL MEETING OF: October 26, 1999

SUMMARY

During the budget hearings for Fiscal Year 1999-2000, the City Council directed staff to report back on re-establishing a Parks and Recreation Department. This report recommends the creation of a Parks, Recreation and Community Programs Department that would be a new, stand-alone Department. The



report also recommends that the City Council appropriate funding for the Department Director position. Staff will come back during mid-year with the details of the new Department including recommended administrative and support staff and impacts on the Neighborhoods, Planning and Development Services Department. Staff will also report back on elevating the Parks & Recreation Advisory Committee to Commission status.

COMMITTEE/COMMISSION ACTION

Staff have met with the Parks & Recreation Advisory Committee and continue to work with a sub-committee of that group.

BACKGROUND

The Neighborhood Services Department was created in 1993 to allow for more responsive, accessible and localized services to neighborhoods. This Department included the Parks North and South divisions and Recreation Division from the Parks and Community Services Department. In 1997, the Neighborhood Services Department was merged with the Planning and Development Department to create the Neighborhoods, Planning and Development Services Department.

Since all these mergers and changes occurred, several people have asked if the community would be better served if the City were to re-establish a stand-alone Parks and Recreation Department. City Council members have also stated they want a stronger emphasis on parks and recreation issues. Based on the direction provided during the recent budget hearings, the City Manager is recommending the creation of a Parks, Recreation and Community Programs Department.

The creation of a separate stand-alone Department will affect several other City Departments and divisions including Neighborhood Services and Code Enforcement. There is an acknowledgment among staff that any new organizational structures need to respect current linkages and maintain neighborhood focus in the delivery of services. Currently, there are several teams working on various aspects of this reorganization and these teams will report their recommendations to the City Council during mid-year review. The creation of a new Department will need appropriate administrative and support staff to be successful. Additional staffing requirements will be outlined and the reports will provide the detail on:

- * Parks, Recreation and Community Programs Department
- * Citywide code enforcement activities
- * Re-establishment of the Neighborhood Services Department
- * Planning and Building Safety Services Department

An interim citywide organization chart (Exhibit A) shows the Parks, Recreation and Community Programs Department reporting to a Deputy City Manager along with Police, Fire, Code enforcement and Neighborhood Services.

Staff will be working on the details of the reports through midyear and will plan for the full implementation to occur by July 1, 2000. Meetings will be scheduled with key partners including the Parks and Recreation Advisory Committee, other departments, service providers, neighborhood groups, etc. to review and receive input over the next several months. A timeline for process and implementation is attached as Exhibit B.

FINANCIAL CONSIDERATIONS

A \$90,000 increase in appropriations will be required to fund this position for the remainder of this fiscal year assuming a January 1 starting date. Full year funding of on-going costs is projected to be \$120,000.

ENVIRONMENTAL CONSIDERATIONS

There are no environmental considerations associated with this report.

POLICY CONSIDERATIONS

City Council has directed staff during the budget process to re-establish a stand-alone Parks and Recreation Department.

ESBD CONSIDERATIONS

Not applicable.

Respectfully submitted,



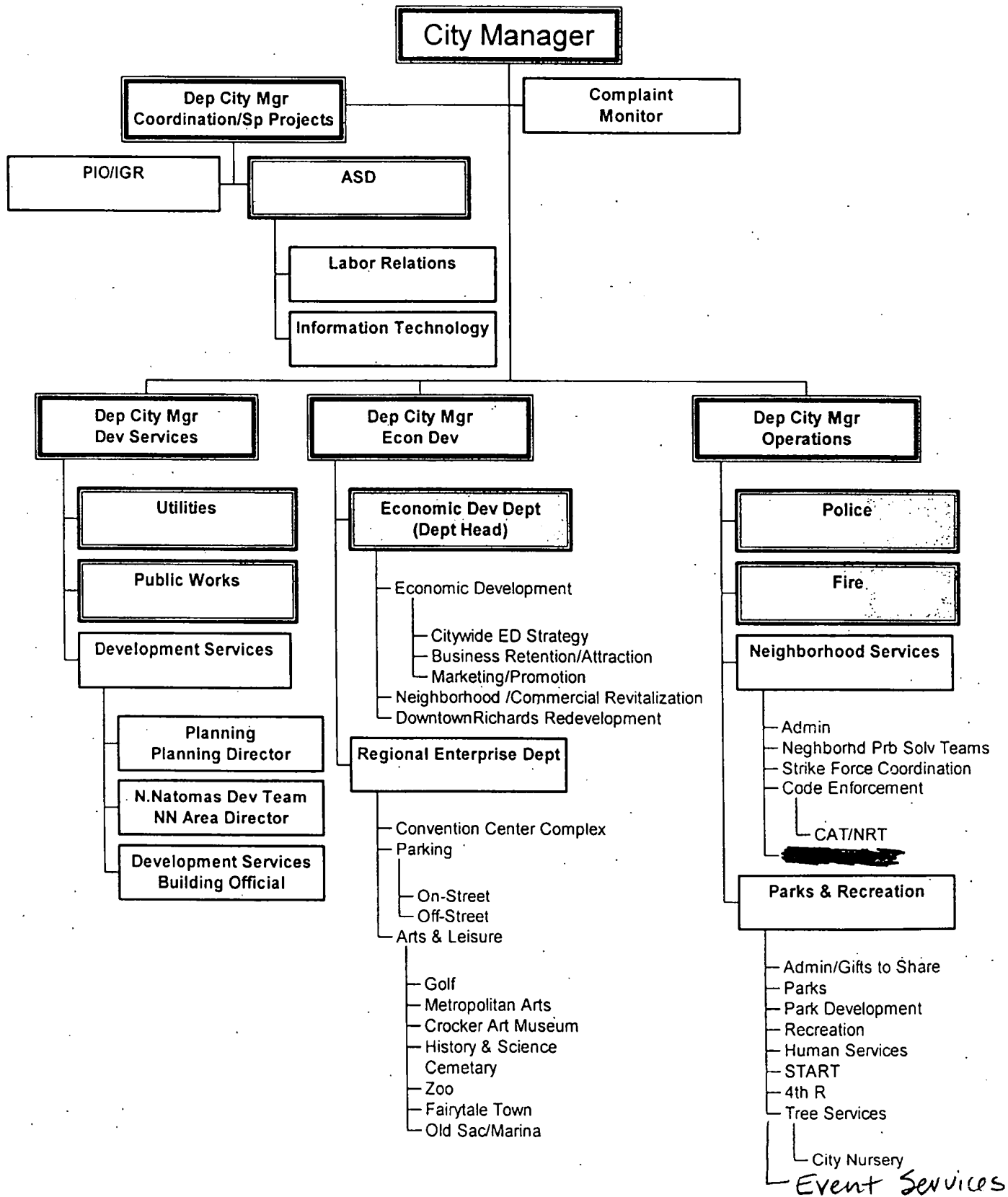
JACK CRIST
Deputy City Manager

RECOMMENDATION APPROVED:



ROBERT P. THOMAS
City Manager

Interim Organization Chart



TIMELINE FOR PROCESS AND IMPLEMENTATION

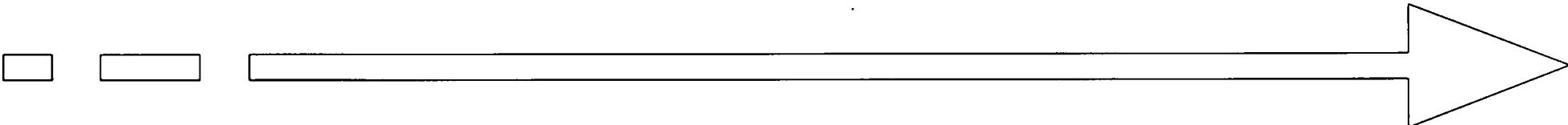
Aug-Dec

Jan 2000

Spring 2000

July 1, 2000

2000-2001



✓Phase I

✓Phase II

✓Phase III

✓Implementation

✓Further refinement

- ✓Structure
- ✓Reporting
- ✓Sr Mgmt Team
- ✓Recruitment

- ✓Staff changes prior to June 1

- ✓Budget
- ✓Staffing
- ✓Housing
- ✓Reporting

Exhibit B

56

AMENDED

RESOLUTION NO. 99-618

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF _____

REVISED

**A RESOLUTION AMENDING THE NEIGHBORHOODS,
PLANNING AND DEVELOPMENT SERVICES DEPARTMENT
FY00 OPERATING BUDGET TO ADD 1 FTE AND RELATED
OPERATION COSTS**

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO THAT:

1. The Parks and Recreation Department is established

2. The City's general fund contingency budget is amended as follows:

Non-dept. other program support 101-750-7110-4101	\$55,000
Non-dept. other program support 101-750-7110-4991	\$35,000
Non-departmental contingency 101-710-7012-4999	(\$90,000)

3. The Recreation administration operating budget (101-4715) for FY99-00 will be increased \$55,000 for salary and benefits and \$35,000 for services and supplies to fund 1 FTE and related operating costs

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____

APPROVED
OCT 26 1999
OFFICE OF THE
CITY CLERK

RESOLUTION NO. 99-618 as amended

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF _____

**A RESOLUTION AMENDING THE NEIGHBORHOODS,
PLANNING AND DEVELOPMENT SERVICES DEPARTMENT
FY00 OPERATING BUDGET TO ADD 1 FTE AND RELATED
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FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____

I & O



OFFICE OF THE
CITY COUNCIL

ROBERT KERTH
COUNCILMEMBER
DISTRICT TWO

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MEMORANDUM

Date: October 26, 1999

To: Mayor Joe Serna Jr.
Vice Mayor Jimmie Yee
Councilmember Heather Fargo
Councilmember Steve Cohn
Councilmember Lauren Hammond
Councilmember Dave Jones
Councilmember Robbie Waters
Councilmember Bonnie Pannell

From: Rob Kerth, City Councilman
City of Sacramento (District Two) 

RE: In-Home Support Services (IHSS) / AB 16

Honorable Mayor and colleagues, I wanted to bring the attached article by Robert Davilla from the Sacramento Bee to your attention; "Union Calls for agency to manage caregivers."

At tonight's evening Council meeting several caregivers may address the Council regarding the need for the City to advocate via a resolution on their behalf and in favor of AB 16 which would provide additional State funding to Counties for IHSS programs.

I have asked the City Clerk to place on the evening agenda for November 9th for our consideration a resolution titled "Support for County & State Improvements of the In Home Support Services Program." I feel this is an important issue as the IHSS program primarily provides services to qualified aged, blind, and disabled persons with an in-home care alternative to institutionalization.

BACKGROUND: AB 16 allows for the creation of a county IHSS Public in "order to improve the quality of IHSS personnel and their working conditions" which would effect some 7,000 workers within Sacramento County, mostly within the City of Sacramento. IHSS Public Authority Ordinances have been passed by the Counties of Alameda, Contra Costa, Los Angeles, Monterey, San Francisco, San Mateo, and Santa Clara to date.

Union calls for agency to manage caregivers

By Robert D. Dávila
Bee Staff Writer

A major labor union has launched a public campaign to create a Sacramento County agency to oversee a program that pays minimum wage to caregivers who help elderly and disabled people in their homes.

Services Employees International Union Local 250 is soliciting support for a

public authority that would administer In-Home Supportive Services. Statewide, the program provides 180,000 workers to assist low-income clients with bathing, feeding, dressing, cleaning, shopping and other chores.

Counties compile a list of eligible caretakers and pay them through a complicated mix of federal, state and local funds. But the employer of record is the person for whom they work, not the government

— which means providers have no agency to lobby for raises, benefits or employment standards.

SEIU has led successful campaigns to set up public authorities for IHSS programs in seven California counties. In addition, five SEIU locals have won the right to represent those workers, including many who have won higher pay and benefits.

Local 250 is campaigning in Sacramen-

to County for a public authority that would formally employ the more than 7,000 individuals who care for about 9,000 clients in their homes. The union is sending mailers to residents, planning demonstrations and lobbying county officials. Local 250, which has 46,000 members in Northern California, is counting on it being chosen by IHSS workers to

Please see UNION, page B1

Union: Other efforts have increased wages

Continued from page B1

represent them in collective bargaining.

"It's unfair that these workers do some of the most important work in society and are paid poverty wages and don't even have the right to ask that that be changed," SEIU Local 250 organizer Dana Simon said.

Public authorities for IHSS have been established by Alameda, Contra Costa, Los Angeles, Monterey, San Francisco, San Mateo and Santa Clara counties. In most cases, salaries have increased above the \$5.75 minimum wage almost immediately.

The U.S. government pays half of the cost of IHSS, while the state pays 65 percent of the non-federal portion and the county picks up

the rest. The state budget signed this summer by Gov. Gray Davis authorized funding this year to pay the state's share of a raise up to 50 cents an hour.

Local 250 is urging counties to increase pay for IHSS workers, arguing that the state budget covers 80 percent of the non-federal share of the raise. The remaining 20 percent could be covered by federal funding increased this year for part of the IHSS program, union officials said.

But Sacramento County is moving slowly. Local officials are concerned they would be left holding the bag for the full amount of pay raises if state funding isn't continued beyond this year.

Penelope Clarke, a county ad-

ministrator, also dismissed union pledges to sign agreements holding the county responsible only for a set dollar amount, not a specific percentage, of future raises. Noting that Local 250 does not yet represent Sacramento County IHSS workers, she said the union could not waive the future rights of members to seek any amount of increase.

"We want to provide a high standard of care for clients and better conditions for workers — but we want to make sure we have a reliable financing source to do it that doesn't place the county at risk," Clarke said.

Officials will report to supervisors by January on possible options for establishing a formal em-

ployer for IHSS workers, Clarke said. Options include setting up a public authority, hiring caretakers directly as county employees or contracting with a private agency to serve as the employer.

Supervisor Roger Dickinson, who has supported a public authority for IHSS workers, said the board should consider the issue as soon as possible.

"Establishing a public authority recognizes the county may end up picking up a larger share of the program costs," he said. "Given the need to address the needs of IHSS workers, that's a risk that is reasonable to take."