

**COUNTY OF SACRAMENTO  
CALIFORNIA**

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For the Agenda of:  
June 15, 2009

To: Board of Supervisors

From: County Executive's Office

Subject: Report Back Recommendation for Further Consolidation of Management  
Positions with a Targeted Savings Amount

Supervisory  
District: All

Contact: Navdeep S. Gill  
Chief Operations Officer (874-5803)

**BACKGROUND**

At the May 13, 2009, Budget Workshop, the Board asked that the County Executive make a recommendation to further consolidate management positions with a targeted savings amount.

**DISCUSSION**

The FY 09-10 Recommended Proposed Budget includes the elimination of 133.0 management/supervisory positions and 766.0 non-management positions (See Attachment 1). There are 81.8 management/Supervisory positions slated for deletion in the General Fund with the balance spread throughout all other Internal Service and Enterprise Funds.

The recommended elimination of management/supervisory positions in the General Fund will generally maintain overall ratio to line positions. However, a closer review of department data shows large variances between programs/departments. Therefore, to assess one overall target to all departments may be detrimental to some while not making substantial changes in others.

In order to adequately assess the ratio of management to line staff in this organization, there needs to be an independent countywide assessment of the county's overall management structure. There have been initial discussions between this office and a representative of International City/County Management Association (ICMA) about structural change within the County. The representative spent a day with Agency Administrators and Key Department Heads reviewing the structure of the County. While these discussions were fruitful, it became apparent that the time required to look at meaningful structural changes the County should make would take more than a few weeks to accomplish.

This office has committed to start this process during the months between proposed and final budget. This Office will be conduct the review with the help of an independent contractor. It is also anticipated that this review may lead to a reorganization or changes in financial guidelines as well.

Respectfully submitted,

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NAVDEEP S. GILL,  
Chief Operations Officer

APPROVED:  
TERRY SCHUTTEN  
County Executive

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