

## **Report on Youth Detention Center Transition**

On April 13, 2009, the Board approved the attached resolution authorizing the County Manager to "re-allocate and reclassify positions" as necessary to identify opportunities for reorganizations and cost reductions. This authority has been extended each year in Section 2 of the Budget Ordinance.

One of the purposes of this action was to allow management to respond to the necessity of moving positions into new assignments to avoid unnecessary reductions-in-force when vacancies exist in other departments as departments are downsized or eliminated.

The transition of the Youth Detention Center (YDC) has been phased in over the last 6-9 months, with the County to cease operations at the end of September and the State commencing operations in November. The facility will be operated by the Methodist Home for Children and they have hired a number of County staff.

As of this report, other employment has not been identified for six of the YDC employees. All six employees are eligible to apply for other vacant positions in the County. The County Manager intends to continue to work with Human Resources and department managers to identify positions for which these six employees can compete in order to avoid implementing a reduction-in-force.

**RESOLUTION AUTHORIZING THE COUNTY MANAGER TO  
REALLOCATE AND RECLASSIFY CERTAIN COUNTY POSITIONS ON  
THE BASIS OF KIND AND LEVEL OF DUTIES AND RESPONSIBILITIES  
ON BEHALF OF THE BOARD OF COMMISSIONERS DURING THE  
REMAINDER OF FISCAL YEAR 2008-2009 AND FISCAL YEAR 2009-2010**

**WHEREAS**, the County Manager proposes to implement an administrative policy, entitled "Position Re-appropriation Review," which will provide for a review of all position vacancies as they arise;

**WHEREAS**, the proposed position review will be conducted by a team from the Manager's Office, the Budget and Management Department and the Human Resources Department;

**WHEREAS**, effective immediately, the team will work with County departments to identify opportunities for reorganization and cost reductions;

**WHEREAS**, based on the team review, a decision will be made to delay hiring, eliminate a position, reclassify a position, or to seek to fill the position;

**WHEREAS**, Section 16-23 of the Forsyth County Code provides, the "authority to reallocate positions to classes on the basis of kind and level of duties and responsibilities is vested in the board of county commissioners, based on a recommendation from the county manager;"

**WHEREAS**, this resolution would authorize the County Manager to exercise the authority of reallocating and reclassifying positions, during the remainder of Fiscal Year 2008-2009 and Fiscal Year 2009-2010, which is normally vested in the Board of County Commissioners in order to allow the County Manager to more effectively address the budget and service issues during the designated time period.

**NOW, THEREFORE, BE IT RESOLVED** that the Forsyth County Board of Commissioners hereby authorizes the County Manager to reallocate and reclassify certain County positions as necessary during the remainder of Fiscal Year 2008-2009 and Fiscal Year 2009-2010 in order to more effectively address the budget issues during the designated time period.

**BE IT FURTHER RESOLVED** that the County Manager shall promptly report any position reallocations and reclassifications on the "Reports" portion of the next Meeting agenda of the Board of County Commissioners following the decision.

Adopted this 13<sup>th</sup> day of April 2009.

**ADOPTED**

**APR 13 2009**

**Forsyth County Board  
of Commissioners**