

Purpose

This segment of the budget document sets forth the Government Code Sections and administrative directives, as issued by the Office of the State Controller, pertaining to the form and content of the Annual County Budget. It describes the format of the Solano County Budget document and includes County ordinances and specific policies adopted relating to the County Budget.

Legal Basis

The Government Code specifies the content of the budget, budget adoption procedures and dates by which actions must be taken. (Government Code 29000-29144)

Forms

The budget document must be on forms prescribed by the State Controller in consultation with the Committee on County Accounting Procedures. (Government Code 29005)

Permission to Deviate

A county may add to the information required, or show it in more detail, providing the financial information and the classifications or items required to be included in the budget are clearly and completely set forth. Any change proposed by a county in the arrangement of the information required on the forms shall be subject to review and approval by the State Controller.

Funds and Accounts

Fund and account titles to be used by counties in the preparation of the budget are those contained in the publication, Accounting Standards and Procedures for Counties, issued by the State Controller. Special districts required to be included in the budget document must use fund and account titles contained in the publication, Uniform Accounting System of Special Districts.

Fund Types

- General Fund – The chief operating fund of a government. The general fund is used to account for all financial resources except those required to be accounted for in another fund.

- Special Revenue Funds: Special revenue funds are used to account for specific revenues that are legally restricted to expenditures for particular purposes. This encompasses legal restrictions imposed by parties outside the government as well as those imposed by the governing body.
- Debt Service Funds: These funds account for the accumulation of resources for, and payment of, general long-term debt principal, interest and related costs.
- Capital Projects Funds: These funds account for financial resources used for the acquisition or construction of major capital facilities (other than those in Enterprise and Internal Service Funds).
- Enterprise Funds – A fund established to account for operations that are financed and operated in a manner similar to private business enterprises, where the intent of the governing body is that the costs of providing goods or services to the general public on a continuing basis be financed or recovered primarily through user charges. (i.e., Airport)
- Internal Service Funds – A fund used to account for the financing of goods or services provided by one department or agency to another department or agency of a government on a cost reimbursement basis. (i.e., Fleet, Data Processing, Risk Management)

Basis of Accounting/Budgeting

The general operating group of funds (governmental fund types) are budgeted and accounted for using the modified accrual basis of accounting. Governmental funds types include General Fund, Special Revenue Funds, Debt Service Funds and Capital Projects Funds. This group of funds is summarized on Schedule 1 of the budget document.

Internal service and enterprise funds are budgeted and accounted for using the full accrual basis of accounting.

The basis of accounting used in this budget document is required by directive of the State Controller and Governmental Generally Accepted Accounting Principles (GAAP) and prescribed by pronouncements of the Governmental Accounting Standards Board (GASB).

Legal Duties and Deadlines

State Controller (Government Code 29005)

- To promulgate budget rules, regulations and classification and to prescribe forms.

Supervisors (Government Code 29061, 29063, 29064, 29065, 29066, 29080, 29081, 29088, 29100, 29101)

- To hold hearings on budget estimates prepared by officials.
- To make revisions, reductions and additions to estimates.
- To formally approve the tabulations, as revised, as the Proposed Budget.
- To make the Proposed Budget available to the general public.
- To publish notice that the budget is available and to announce and conduct public hearings, as prescribed by law.
- To adopt the Final Budget by resolution for the County and dependent Special Districts.
- To adopt tax rates.
- To levy property taxes.

All County Officials (Government Code 29040)

- To submit itemized estimates of available financing, financing requirements and any other matter required by the Board on or before June 10th of each year.

Auditor or Administrative Officer as Designated by Board (Government Code 29040, 29042, 29045, 29060, 29062, 29065.5)

- To receive budget estimates from officials.
- To prescribe and supply budget work sheets.
- To submit budget estimates when the official responsible has not done so.
- To prepare tabulation of estimates.
- To submit tabulation to the Board.

- To file alternate procedures for the Proposed Budget.

Auditor (Government Code 29043, 29044, 29083, 29103, 29109, 29093, 29124)

- To furnish financial statements or data to responsible officials.
- To attend public hearings on Proposed Budget and provide any financial statements and data required.
- To revise the Proposed Budget to reflect changes made by the Board.
- To calculate property tax rates.
- To forward to the State Controller a statement of all County tax rates, assessed valuations and amount of taxes levied and allocated.
- To file a copy of the Final Budget with the Office of the State Controller.
- To approve all payments in accordance with the adopted Final Budget.

Budget Goals and Objectives

The County Budget sets forth the foundation for major Board policy actions and provides a fiscal “road map” for the direction of County government to follow, now and in the future. As such, the County Budget represents the single most important document that is prepared, reviewed and approved on an annual basis. It is the document that reflects the County’s fiscal commitment to the Strategic Plan, its goals, objectives and catalytic projects.

The intent of the Budget document is to:

- Provide a document in a format that is user friendly and readable in order to give the public a clear understanding about county government operations and funding. The County Statistical Profile gives the reader a comprehensive profile of the County.
- Identify the strategic goals and objectives upon which budget allocations are made and to measure the progress of County Departments and operations in fulfilling their departmental goals and objectives as well as the County’s overall mission.

- Provide the Board and the public with a clear understanding of revenues and expenditures in the areas of strategic importance to the County, such as Public Safety and Health and Social Services.

While many improvements have been incorporated into the process and the presentation of the Budget over the last several years, we have maintained the basic principles, goals and objectives of Solano County as the underlying foundation for the Budget. These include:

- The Budget must be balanced with appropriations equaling the combined total of estimated revenues, fund balance and/or reserves/designation.
- Wherever possible, the Budget should be balanced with ongoing and known revenue sources equaling ongoing and reasonably expected expenditures.
- To the extent possible, one-time money should not be used for ongoing operations.
- Service levels should be maintained at the highest level, within funding constraints.
- Prudent Contingencies and Reserves should be increased in good years to guard against future uncertainties.
- Discretionary revenues should be maximized to allow the Board options for the funding of beneficial local programs and services.
- Accuracy and accountability in estimating and monitoring both revenues and expenditures throughout the fiscal year.
- The Budget should, wherever possible, anticipate and make provisions for uncertain funding for County-operated programs.

In reference to the stated goals and objectives above, there are several policy guidelines that were followed and maintained in developing this Budget:

- Proposition 172 funds have been allocated to maximize public safety benefits.
- Realignment revenues have been allocated to Health and Social Services.

- General Fund Contingencies and Reserves have been increased, whenever possible, to safeguard against future uncertainties.

Budget Policies of the Board of Supervisors

In addition to the legally required duties, there are certain actions to implement the budget process, which the Supervisors may take:

- Changing the arrangement of information on budget forms, upon approval of the State Controller. (Government Code 29005)
- Designation of data, in addition to available financing and financing requirements included in departmental estimates. (Government Code 29006)
- Selection of method of presenting supporting data for salaries and wages appropriations. (Government Code 29007)
- Designation of Auditor or Administrative Officer to receive budget estimates. (Government Code 29040, 29042)
- Designation of Auditor or Administrative Officer to submit estimates in event of nonperformance by responsible official. (Government Code 29045)
- Designation of Administrative Officer to prepare budget tabulation on prescribed forms. (Government Code 29061)
- Designation of Administrative Officer to hold hearings and recommend changes to tabulation. (Government Code 29062)
- Adoption of alternate Proposed Budget Procedures. (Government Code 29065.5)
- Authorization of additional appropriation controls and designation of official to administer controls. (Government Code 29090)
- Approval of new positions and fixed assets prior to Final Budget adoption. (Government Code 29124)
- Designation of official to approve transfers and revisions of appropriations within a budget unit. (Government Code 29125)

- Approval of budgetary adjustments. (Government Code 29125, 29126, 29126.1, 29127, 29130)
- Designation of official to whom Auditor shall submit statements showing conditions of budget appropriations and estimated available financing. (Government Code 29131)

Adopted Budget Policy

The FY2009/10 Budget Hearings will commence Tuesday, June 29, 2009, and continue for a period not to exceed 14 calendar days.

The Board of Supervisors has designated the County Administrator as the official responsible to carry out all County budgetary responsibilities not specifically reserved to the Board of Supervisors, Auditor or State Controller.

Chapter 2 of the Solano County Ordinance provides additional information on established County policies. Sections 2-40 through 2-47 specifically address the duties of the County Administrator. Section 2-45 delineates the County Administrator's role in budgetary matters. These duties include:

- Develop budget instructions and policies, revenue estimates and departmental budget targets to guide departments in budget preparations.
- Recommend to the Board of Supervisors an annual County operating budget based on revenue projections, budget targets and proposed goals, objectives, work programs and projects developed by the various departments.
- Recommend to the Board of Supervisors a capital budget based upon long-range plans for acquiring, constructing or improving buildings, roads and other County facilities.
- Recommend to the Board the acquisition and disposition of real property, except for County roads, easements and rights-of-way which shall be the responsibility of the Director of Resource Management.
- Establish a control system or systems to ensure the various County departments and other agencies under the jurisdiction of the Board of Supervisors are operating within their respective budgets.

- Recommend requests to the Board for unforeseen and unbudgeted expenditures.
- Approve fund transfers and budget revisions within appropriations.
- Recommend to the Board fund transfer requests requiring Board action under State law.
- Establish policies for acquiring additional or replacement fixed assets.
- Keep the Board informed of the financial status of the County and of other matters of major significance which affect the County.

Budget and Fiscal Policies for FY2009/10

Budget Policy

1. General Fund Emphasis: Budgets should be prepared with a goal that the FY2009/10 Net County Cost or General Fund Contribution to programs will not exceed the FY2008/09 level, pending the outcome of actual Year End Fund Balance. Wherever possible, reductions in General Fund Contribution or Net County Cost should be sought. Increases in General Fund Contribution or Net County Cost may be proposed, consistent with the Board's priorities and the County Strategic Plan.
2. Contributions to Outside Organizations: The budget should not include contributions to outside organizations, such as the State Courts.
3. Maximize the Board's Discretion: Wherever legally possible, revenues are to be treated as discretionary resources, rather than as dedicated to a particular program or service. The goal is to give the Board as much flexibility as possible in allocating resources to local priorities including the Goals and Objectives outlined in the County Strategic Plan. To the extent allowed by law, fund existing programs or activities with dedicated funding sources. This will free up scarce discretionary resources to fund Board priorities.
4. Pursuit of New Revenues: Pursue additional revenue sources, to the fullest extent possible for all services, as well as total cost identification (including indirect costs) for fee-setting purposes. To the extent possible, any new revenue sources for programs receiving General Fund support

should be used to offset the cost of existing staff and programs, rather than funding new staff or programs.

5. Discretionary Programs: Do not propose new discretionary programs unless the programs are fully funded in FY2009/10 and continue to be in future years.
6. Pursue Operational Efficiencies: Explore reducing expenditures and maximizing revenues through consolidation of functions and streamlining of County operations.
7. County Share: If funding is reduced, there should be no increased County share for programs funded primarily from non-General Fund sources, unless increased County share is mandated or the program is a high priority for the Board of Supervisors and the amounts are reasonable in light of the County's fiscal situation.

General Fund Reserve Policy

On February 13, 2007, the Board adopted the policy to maintain General Fund reserves equal to 10% of the County's total budget, excluding inter-fund transfers, and a General Fund Contingency level equal to 10% of the General Fund total budget.

The following will guide how reserves should be used:

1. Use the General Fund reserve to phase into fiscal distress periods gradually, focusing on maintaining the Board's priorities.
2. To the extent possible, use the General Fund reserve as the last resort to balance the County Budget.
3. Keep a minimum General Fund reserve balance at the GFOA recommended 5% of the total budget at all times. To the extent possible, the spending down of General Fund reserve should not exceed \$6 million a year.

Investment Policy

The County maintains an Investment Pool managed by the Treasurer-Tax Collector-County Clerk, which acts as a depository for over 80 units of local government including funds of the County school districts, special districts and other entities.

The Treasury Oversight Committee reviews the Investment Policy, ensures the Treasury activities are in compliance with the Investment Policy, ensures an annual audit of the Investment Policy is conducted, and reviews the internal auditor's quarterly audits of the Investment Pool. The committee currently consists of the County's Assistant County Administrator/Budget Officer, the Director of Finance for the Superintendent of Schools, a representative from a Special District, one member of the public and one business director from a school district.

Amounts are invested in accordance with investment policy guidelines established by the County Treasurer and reviewed by the Board.

The primary objectives of the policy are:

- Maintain the safety of principal
- Liquidity – Ensure adequate liquidity for pool participants
- Yield – Earn a market rate of return

The policy addresses the soundness of financial institutions in which the County deposits funds, types of investment instruments as permitted by the California Government Code 53601, and the percentage of the portfolio that may be invested in certain instruments with longer maturity.

Debt Policy

The County maintains a Debt Advisory Committee, consisting of the Assistant County Administrator/Budget Officer, Auditor/Controller, and Treasurer/Tax Collector/County Clerk. The committee provides analyses and recommendations to the Board for policy implementation and oversight.

The County establishes fund accounts to manage and budget resources for the payment of interest and principal for general long-term debt. The County also incurs debt when prudent to reduce future costs such as pension obligation bonds.

Conditions for debt issuance are as follows:

- Purpose and Use of Debt – long-term General Fund obligated debt will be incurred based on the County's needs and ability to repay, and where appropriate, methods and sources of funding will be maximized. Long-term debt will be restricted to those capital improvements that cannot be

funded from current revenues. Capital expenditures will be integrated with the Capital Improvement Plan.

- Types of Debt – includes General Obligation Bonds, Revenue Bonds, Certificates of Participation, Commercial Paper, Lease Purchase Agreements and other obligations.
- Project Life – debt shall not exceed the useful life of the asset being acquired or constructed.
- Refunding Policies – the County maintains a debt structure that allows for early retirement of debt.

Restrictions on debt issuance include:

- Prohibits the use of debt to fund operating costs, or projects that are associated with operating costs.
- Short-term debt will not be used to finance long-term debt.

Debt service limitations include:

- Debt is a policy decision which requires a financial condition analysis that incorporates economic trends, benchmark studies, and all other forces impacting the future finances of the County.
- Analysis of debt burden is measured, but not limited to, the following ratios:
 - Debt service as a percentage of General Fund Revenue
 - Debt service as a percentage of per capita income
 - Debt service as a percentage of General Fund Expenditures

In addition to the policy above, California Government Code, Section 29909, states the total amount of bonded indebtedness shall not at any time exceed 5% of the taxable property of the county as shown by the last equalized assessment roll. The 2008 assessment roll is \$45.8 billion and represents property ownership values in Solano County as of January 1, 2008.

Resource Reduction Strategy

In the event that reductions in resources in any fiscal year require actions to balance the budget, the County will be guided by the following:

1. General Philosophy

- a. To the extent possible, across-the-board reductions in expenditures will be avoided. Reductions will be made on a case-by-case basis. The emphasis will be on conserving General Fund discretionary resources to finance high priority programs, as set forth in the Solano County Strategic Plan adopted by the Board on December 11, 2007 and as may be further defined by the Board. If necessary, funding for lower priority programs will be reduced or eliminated to ensure that expenditures remain in balance with resources;
- b. The County administers a number of costly State programs that are heavily funded by State and Federal dollars. Compared to the State and Federal governments, the County has only limited ability to raise revenues. Recognizing that, in the event of a substantial reduction in resources for these programs, the County's goal, to the extent legally possible, is to avoid back-filling reductions in State and Federal dollars with County discretionary dollars;
- c. Maintaining a highly professional service delivery system is of foremost importance to the County. Thus, if it becomes necessary to make significant service delivery reductions, the goal will be to reduce the quantity of a service provided rather than the quality of service; and
- d. Finally, every effort will be made to continue capital and planning programs geared to meeting the County's long-term needs.

2. Resource Reduction Priorities

a. Short-Term Actions

The following actions will be considered when dealing with the immediate impact of a reduction in resources. The purpose of these actions is to achieve immediate

savings and/or better position the organization to deal with the impact of longer-term actions once they are implemented. The actions are listed in priority:

- i. A Hiring Freeze is being implemented. Funding sources, Board priorities, the type of positions, the critical nature of the program and the potential for service delivery disruption will be considered in implementing the hiring freeze;
- ii. Implementation of new programs, not fully operational, that are not fully revenue offset, will be subject to further Board review; and
- iii. Purchase of equipment will be selectively deferred. Funding source and impact on service delivery will be considered in implementing the deferral.
- iv. On May 26, 2009 the Board approved revisions to the Voluntary Time Off (VTO) Program, and declared the time period of July 1, 2009 through December 31, 2009 as a period of economic hardship. The policy provides for employees to participate in the VTO program with the opportunity to voluntarily reduce their work day, work week or to take a block of time off while retaining most benefits. This may be requested and authorized in six-month increments from January through June and July through December. The purpose of this program is to reduce County costs during time of economic hardship through voluntary actions of employees. The VTO Program can only be used during the periods of economic hardship as designated by the Board of Supervisors. Approval of Voluntary Time Off is at the discretion of the Department Head who must take into consideration workload, service demands and other organizational implications.

b. Long-Term Actions

The following actions will be considered when dealing with the longer-term impact of a significant reduction in resources. As

appropriate, these reductions will be reflected in Proposed Budgets and/or Midyear budget adjustments. The actions are listed in priority order and lower priority actions will be implemented only if higher priority actions are insufficient to deal with the fiscal shortfall:

- i. General Fund discretionary contributions to certain programs that are primarily the State's responsibility will be capped at current levels, to the extent legally possible. Except as required by law, the County will not use General Fund dollars to backfill reductions in State or Federal funding for these programs;
- ii. A moratorium will be placed on implementing new programs or expanding existing programs if the cost of those programs or expansions is not fully revenue offset and a secure long-term funding source is not identified;
- iii. Moderate service level reductions will be proposed on a case-by-case basis. These service level reductions will focus first on reducing General Fund support for those programs that have not been identified as a high priority by the Board's Strategic Plan;
- iv. Discretionary resources that have been earmarked by the Board for certain purposes will be proposed for re-allocation to fund on-going programs that are a priority for the Board;
- v. Eliminate, or greatly reduce, General Fund support to outside agencies that are not funded by a dedicated revenue source and are not controlled by the Board. This refers to funding of outside agencies whose programs the County has determined would not be provided directly by the County; and
- vi. Major program reductions will be proposed in general accordance with the Solano County Strategic Plan and the General Philosophy described above. These reductions will fall into two general categories:

- Program reductions that will be made in response to significant reductions in State funding for programs that are primarily the State's responsibility. In this case, the County will consider returning responsibility to the State for operating those programs, to the extent permitted by law. Where returning responsibility to the State is not legally possible, County General Fund support for these programs will be reduced to the minimum level possible, consistent with State mandate requirements.
- Program reductions that will be proposed in response to a reduction in County discretionary revenue. In this case, reductions will be made first in those programs that are not related to the Board's goals.

Hiring Freeze Policy

In FY2008/09, the County Administrator instituted a hard hiring freeze to help contain costs due to the State's budget shortfall and to balance the FY2009/10 Proposed Budget.

1. Duration

This Policy will be in effect until the State's fiscal difficulties and their impact on the County are known and a long-term plan to address those impacts is formulated and approved by the Board of Supervisors. It is recommended that the Policy be in effect until no longer warranted and/or recovery from loss of sales and property taxes due to current economic recession materializes.

2. Goal of Hiring Freeze

The goal of this Policy is to contain costs and to provide clear direction for hiring and implementing staffing reductions.

4. Hiring Freeze Guidelines

County Administrator approval is required to fill departmental position requests. In evaluating whether to fill a vacant position, the following is to be considered:

- a. Is the program that the position supports funded by a dedicated and assured revenue source? Is the position unique to that program? If the answer is yes to both these questions, then, absent other considerations, the position can be advanced for CAO consideration.
 - i. A position is considered unique to a program when the classification is not located in any other department or program. Examples might be Librarians or Engineers. In this context, an Office Assistant would not be a unique position, because this classification is found in many different programs and, in the event of the potential need to eliminate filled positions, an Office Assistant could be transferred from one program to another in the County.
 - ii. Before consideration will be given a position that meets this criterion, departments should evaluate whether the resources involved could be used to help mitigate the impact on the County of revenue reductions in other areas.
- b. Is the position critical to the operation of an essential public safety activity, such that not filling the position will put the health or safety of residents or other staff at risk? If the answer is yes, the position can be considered.
- c. If a position is not filled, is the resulting reduction of services for a program below a legally mandated level? If the answer is yes, the position can be considered, but subject to the following:
 - i. The department should first have explored obtaining a waiver of any service level mandate or the feasibility of ending the program or returning program responsibility to the State.

- ii. To the extent practical, efforts should be made to fill the position using extra help or through internal recruitment.
- d. If a position is not filled, is the result a diminishing service level where, in the department's judgment, the program's effectiveness is seriously compromised? If the answer is yes, the department should further consider the following:
 - i. Is this a high priority program as determined by the Board of Supervisor's Strategic Goals?
 - ii. Thorough exploration of alternative means of providing adequate services and have determined they are not feasible or are more costly.
 - iii. To the extent practical, efforts should be made to fill the position using extra help or through internal recruitment.
- e. Is the position in question a critical and hard-to-fill position, as evidenced by repeated, unsuccessful attempts by the department to recruit? If the answer is yes, and if the program is a high priority for the Board of Supervisors, then the position can be considered.

In February 2008, the Board approved the following actions in preparation for further reductions that may be required for the future and to help maintain the County financial stability, if possible, are:

- Departments were directed to immediately halt the implementation of all new programs without a dedicated funding source and that are not already fully implemented.
- Departments are required to obtain CAO approval for the purchase of all fixed assets or any computer-related purchase that has not been previously included in the Refresh Policy. Approval will only be granted if the cost of the equipment is fully revenue offset or is critical to program operations.
- Departments were directed to take whatever steps necessary to end the fiscal year with no increase in County Contribution.

- Departments were directed to control and reduce travel costs. Only travel critical to program operations will be permitted.

Summary of Designated Responsibilities for Actions

As previously discussed, State laws and County ordinances prescribe the manner and form in which the Budget is presented. Additional responsibilities and the delegation for preparation, review, approval and amending are also established by statute and ordinance, and by policies coordinated through the Board of Supervisors, the County Administrator and the Auditor-Controller's Office.

Listed below are additional actions, which require a four-fifths vote of the Board of Supervisors:

- Appropriation increases within a fund.
- Appropriations from contingencies.
- Appropriations of unanticipated revenues.
- Transfers between funds.
- Transfers from designated reserves.
- Transfers from equipment replacement reserves.
- Transfers from general reserves (only during budget process).

Listed below are additional actions requiring a majority vote of the Board of Supervisors:

- Approval of a fixed asset over \$50,000 that does not increase the overall department budget.
- Reduction of appropriations and revenues for unrealized funding.
- Approval of contracts and amendments when the aggregate amount of the contract and amendment(s) is equal to or in excess of \$50,000 per fiscal year.
- Approval of petty cash accounts over \$3,000, with the exception of the County Library petty cash account of \$5,000.
- Transfers between departments within a fund.
- Transfers between Capital Projects.

- Transfers equal to or more than \$50,000 from salaries (account 1110) within a department.
- Approval of grant application submissions when the amount of the application is equal to or more than \$50,000 per fiscal year.

Listed below are the actions delegated to the County Administrator:

- Approval of a fixed asset up to \$50,000 that does not increase the overall department budget.
- Approval of a fixed asset in lieu of one already budgeted.
- Transfers between divisions, bureaus and sections within a department provided the total appropriation of the budget is not changed.
- Transfers less than \$50,000 from salaries (account 1110) within a department.
- Control transfers to and from the following accounts: Salary/Wages-Regular (1110); Other Post-Employment Benefits (1213); Compensation Insurance (1240); Insurance-Property (2050); Liability Insurance (2051); Central Data Processing Services (2266); Countywide Administrative Overhead (3710); Building Use Allowance (3712); and Pension Obligation Bonds (5040).
- Approval of contracts and amendments when the aggregate amount of the contract and amendment(s) is less than \$50,000 per fiscal year.
- Approval of appropriation transfers to increase the Fleet Management budget when departments have acquired approval for new vehicles.
- Approval of appropriation transfers for Operating Transfers In when an Operating Transfer Out has already received Board approval.
- Approval of modified work weeks and flexible work schedules for County departments, provided that the County departments can show a demonstrated benefit for the County, and if applicable meet its obligation under the Meyers-Milias-Brown Act (MMBA) with represented employees.

- Approval of grant application submissions when the amount of the application is less than \$50,000 per fiscal year.
- Authority to release a department head from accountability of unaccounted fixed assets if it has a Fair Market Value of less than \$5,000 or it has been stolen and has a Fair Market Value of less than \$50,000. Department must provide a copy of the police report, and the CAO must determine no negligence occurred.

Listed below are actions delegated to the Director of Human Resources:

- Affirm the appropriate jurisdictions are utilized for comparison purposes when determining compensation for County positions.
- Affirm the County's policy of no retroactivity for compensation during negotiation with its bargaining units.
- Authorize the Director of Human Resources in consultation with the County Administrator to delete position allocations for positions vacant for one year.
- Affirm that the Director of Human Resources, as provided for in the Employer/Employee Relations Rules and Regulations, may enter into side letter agreements or MOU amendments with represented bargaining units to resolve employee/employer disputes and/or issues.
- Affirm the County's policy that extra help employees are limited to working 999 hours per fiscal year. In the event the employee works over 999 hours per fiscal year, affirm the County's policy of providing CalPERS benefits in the same manner as represented employees.
- Authorize the Director of Human Resources, with the concurrence of the County Administrator's Office, to temporarily increase the number of positions in a department without further approval of the Board of Supervisors when an employee has announced their retirement/separation from the County and the department has a compelling reason that the retiree should train his/her replacement.
- Authorize the Director of Human Resources to review the classifications in the Senior

Management Group, unrepresented and at-will employees.

Purchasing policies. Purchase orders will not be required for items under \$5,000.

- Affirm that the Director of Human Resources shall implement benefit changes for unrepresented employees in the Executive Management, Senior Management and the Confidential Group consistent with the benefits received by represented employees.

Listed below are additional actions delegated to the Auditor-Controller:

- Deposit prior year SB90 mandated cost revenues in General Revenues when a department has a Net County Cost or receives a General Fund Contribution.
- Authorize the Auditor-Controller in consultation with the County Administrator to carry forward Board approved capital project balances into subsequent years to facilitate the accounting and management of multi-year capital projects.
- Approve petty cash requests up to \$3,000 with the exception of the County Library petty cash requests up to \$5,000.
- Process Appropriation Transfer Requests (ATR) as approved by the Board of Supervisors or County Administrator.
- Authorize the Auditor-Controller, with concurrence from the County Administrator, to reclassify appropriations between the maintenance accounts and capital outlay accounts within the same project budget, so long as total appropriations are not increased.
- Authorize the Auditor-Controller, with concurrence from the County Administrator, to decrease capital outlay appropriations, within the respective capital project funds, and to increase appropriations in Public Art Fund to cover costs associated with the public art project to ensure compliance with Solano County Public Art Ordinance, Code Section 5-5.

Listed below are additional actions delegated to departments:

- Request individual purchase of materials and services under \$5,000 in compliance with County

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