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Agenda Date: August 18, 2010

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To: Lane County Board of Commissioners  
Department: Youth Services  
Presented By: Lynne Schroeder, Asst. Director  
Title: IN THE MATTER OF APPROPRIATING 1.50 FTE TEMPORARY POSITIONS TO THE YOUTH SERVICES MLK EDUCATION CENTER, FUND 260

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**I. MOTION:**

Move approval of Board Order \_\_\_\_\_ \ IN THE MATTER OF APPROPRIATING 1.50 FTE TEMPORARY POSITIONS TO THE YOUTH SERVICES MLK EDUCATION CENTER, FUND 260

**II. ISSUE:**

Should Lane County add 1.50 FTE temporary positions to the Youth Services MLK Education Center to provide education and vocational support to delinquent youth?

**III. DISCUSSION:**

a. Background

In December 2007, Youth Services was awarded a \$995,208 Department of Labor (DOL) grant to enhance the educational and vocational services provided to high-risk delinquent youth through the MLK Education Center. A reauthorization for the same amount was awarded in August, 2009. This grant is set to sunset in February, 2011.

Secure Rural Schools Title II funding also supports the education and vocational programs in the MLK Education Center. Both sources of funding pay for employment specialists to teach youth vocational skills, assist them in finding employment, and help them research career opportunities. It pays for Community Service Workers to coordinate and instruct youth on various manual labor projects, including trail work, habitat restoration, horticulture and native plant identification. It also funds staff to coordinate the educational and vocational referral process and transition to home districts and community colleges or other post-secondary education, as well as staff to train youth in culinary arts skills, contractors to teach computer technology, and stipends to pay youth in their learning positions.

In 2008-2010, the MLK Ed Center provided educational and vocational services for over 200 youth per year. Most of these youth earned a paid stipend and many went on to part-time employment with the County, outside placements in our community and other educational training programs. In 2010-2011 Youth Services continues to provide these opportunities.

Youth employment reduces recidivism in our community, reduces the costs of crime, and increases positive youth engagement in the community. Our targeted goal to be accomplished through our MLK Ed Center programming is a 68% reduction in delinquent behavior. This results in a cost avoidance of \$20,000 per youth. Final statistics will be run at the end of the grant.

DYS will continue providing all these services through the 2010-11 Fiscal Year through the combined DOL and Title II funding. Until now, we have utilized extra help hours to support all of this programming. This request is to create three temporary (half time) positions in order to maintain the current quality and effective service level.

b. Analysis

Temporary employees receive limited benefits, including some personal time and worker's compensation benefits. They do not receive health insurance benefits. The appointments to the positions expire at the end of the fiscal year, which matches our grant cycle. Two temporary Employment Specialist 1 and one temporary Community Service Worker 1 position are needed to provide the services in the MLK Education Center. The Employment Specialist positions each cost \$19,000 and the Community Service Worker position costs \$18,000, for a total cost of \$56,000.

The temporary positions are cost effective and meet the needs of the MLK Education Center programming, especially because it follows a 10 month school year. The cost for these positions is covered in the current funding from DOL and Title II/III. No additional funding is needed.

The current practice of using multiple extra help staff requires a higher degree of training and supervision and a lower quality of service delivery to our clients. Using temporary employees will minimized the turnover of personnel and save in training, supervision, and recruitment costs.

There are no disadvantages to the County in creating these three temporary positions. On the other hand, there are multiple advantages to the positions, including maintaining a quality vocational program that educates our students, provides job opportunities for high-risk youth in our community and helps accomplish our goal of producing positive citizens and reduced crime.

c. Alternatives

1. Approve the request to appropriate 1.50 FTE in three temporary positions.
2. Reject the request to appropriate 1.50 FTE in three temporary positions.

d. Impact of Each Alternative

1. Approval allows Youth Services to continue providing quality educational and vocational training services for youth.
2. Rejection limits Youth Services ability to provide quality educational and vocational programming for our youth.

e. Recommendation

Approve alternative 1.

**IV. IMPLEMENTATION**

If the Order is signed, the positions will be created and posted.

**V. ATTACHMENTS**

Board Order

**THE BOARD OF COUNTY COMMISSIONERS, LANE COUNTY, OREGON**

ORDER 10-08-18-\_\_\_\_\_

**IN THE MATTER OF APPROPRIATING 1.50 FTE  
TEMPORARY POSITIONS TO THE YOUTH  
SERVICES MLK EDUCATION CENTER, FUND 260**

**WHEREAS**, The Department of Labor has awarded Lane County Youth Services a total of \$1,990,416 to provide educational and vocational services to high-risk delinquent youth; and

**WHEREAS**, the Department of the Interior, through the Bureau of Land Management (BLM) and the US Forest Service authorizes Regional Action Committee's (RACs) has allocated federal funding for work on BLM and US Forest Service land; and

**WHEREAS**, Lane County Department of Youth Services, through the MLK Education Center, provides educational and vocational training opportunities for high-risk youth that reduces recidivism; and

**WHEREAS**, to provide the quality services that are funded, temporary positions are a more efficient and effective use of resources than extra help;

**NOW THEREFORE IT IS HEREBY ORDERED** that the Board of County Commissioners appropriate an additional 1.50 FTE to the Department of Youth Services, MLK Education Center, Fund 260.

APPROVED this \_\_\_\_\_ day of August 2010.

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William Fleenor, Chair  
BOARD OF LANE COUNTY COMMISSIONERS