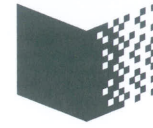


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Pierce County
Library System

INFORMATION • IMAGINATION

Date: November 30, 2009

To: Chair Gene Matsusaka and members of the Board of Trustees

From: Holly Gorski, Human Resources Director

Subject: Staff Reductions Update

The 2010 budget completely eliminates 24 positions:

- 1 management (non-union) position
- 12 supervisory (union-represented) positions
- 11 other staff (union-represented) positions

Nine of these were vacant. Of the remaining 15 positions, three of the staff members in them chose to accept the Voluntary Retirement Incentive offer. This left 12 eliminated positions where staff members received layoff notices effective December 31, 2009. Due to the layoff provisions in the Collective Bargaining Agreement, eight of those staff members had the option to “bump” into another position (typically a position in a lower salary range). Seven individuals chose to do so. From these initial 15 position eliminations, five staff members will actually be laid off by the end of the year, three will voluntarily retire, and seven will remain employed by the Library System in another capacity.

Bumping is a cascading process and has not yet finished. It is difficult to predict the exact outcome, but I estimate that the total impact of these 15 position eliminations will be 34 staff members directly affected in some way (bumped, laid off, or retired) and a net result of 9 staff members laid off by the beginning of 2010.

At the Board meeting we will be able to give you the status of position eliminations resulting in employee reassignment (“demoted in lieu of layoff”), hours reductions for other positions, and an update of the current status of the layoff process.