



Monterey County Board of Supervisors

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1st Floor
Salinas, CA 93901
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Board Order

Upon motion of Supervisor Salinas, seconded by Supervisor Armenta and carried by those members present, the Board of Supervisors hereby:

Adopted Resolution 16-185:

- a. Authorizing the issuance of lay-off notices to impacted employees no sooner than June 29, 2016 with an effective date of July 21, 2016;
- b. Authorizing County negotiators to meet with the Unions/Associations upon request of the Unions/Associations;
- c. Authorizing the Human Resources Department to collaborate with departments to provide in-placement and out-placement services;
- d. Granting flexibility to the RMA Department to withhold the issuance of a lay-off notice(s) due to employee movement, unanticipated vacancies, retirements or resignations that may occur; and
- e. Authorizing the Human Resources Department to add Allocation on Loan positions as necessary due to layoff timing extending into the beginning of Fiscal Year 2016-17.

PASSED AND ADOPTED on this 28th day of June 2016, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas and Parker

NOES: None

ABSENT: Supervisor Potter

I, Gail T. Borkowski, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 79 for the meeting on June 28, 2016.

Dated: June 30, 2016
File ID: 16-821

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By Denise Hancock
Deputy

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

- Resolution No.: 16-185**)
- a. Authorize the issuance of lay-off notices)
to impacted employees no sooner than June 29, 2016)
with an effective date of July 21, 2016;)
 - b. Authorize County negotiators to meet with the Unions)
Associations upon request of the Unions/Associations;)
 - c. Authorize the Human Resources Department to)
collaborate with departments to provide in-placement)
and out-placement services;)
 - d. Grant flexibility to the RMA Department to withhold)
the issuance of a lay-off notice(s) due to employee)
movement, unanticipated vacancies, retirements or)
resignations that may occur;)
 - e. Authorize the Human Resources Department to add)
Allocation on Loan positions as necessary due to)
layoff timing and bumping process extending into the)
beginning of Fiscal Year 2016-2017.....)

WHEREAS, the County Administrative Office has produced a fiscally sound and structurally balanced Recommended Budget; and

WHEREAS, the continuing decline in gas tax revenue, which provides the primary source of funding for road and bridge maintenance, combined with increased costs for employee benefits and the ERP upgrade in the recommended budget for Public Works resulting in a reduction in force of 2 filled positions; and

WHEREAS, the County Administrative Office and Human Resources Department require authorization to implement layoff process.

NOW, THEREFORE BE IT RESOLVED, by the Board of Supervisors in and for the County of Monterey that the above described recitals are true and correct.

BE IT FURTHER RESOLVED as follows:

- a. The Human Resources department is hereby authorized to issue lay-off notices to impacted employees no sooner than June 29, 2016 with an effective date of July 21, 2016;
- b. County negotiators are authorized to meet with the Unions/Associations upon request of the Unions/Associations;
- c. The Human Resources Department is authorized to collaborate with departments to provide in-placement and out-placement services;

- d. The RMA Department is granted flexibility to withhold the issuance of a lay-off notice(s) due to employee movement, unanticipated vacancies, retirements or resignations that may occur;
- e. The Human Resources Department is authorized to add Allocation on Loan positions as necessary due to Layoff timing and bumping process extending into the Beginning of Fiscal Year 2016-2017.

PASSED AND ADOPTED upon motion of Supervisor Salinas, seconded by Supervisor Armenta carried this 28th day of June 2016, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas and Parker

NOES: None

ABSENT: Supervisor Potter

I, Gail T. Borkowski, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 79 for the meeting on June 28, 2016.

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