



## Monterey County Board of Supervisors

### Board Order

168 West Alisal Street,  
1st Floor  
Salinas, CA 93901  
831.755.5066  
www.co.monterey.ca.us

A motion was made by Supervisor Jane Parker, seconded by Supervisor John M. Phillips to:

**Adopted Resolution No. 20 – 199 to:**

- a. Authorizing the issuance of a layoff notice to an impacted employee no sooner than June 18, 2020, with an effective date of July 10, 2020; and
- b. Authorizing County negotiators to meet with Service Employees International Union (SEIU) Local 521 upon request of SEIU; and
- c. Authorizing the Human Resources Department to collaborate with Departments to provide in-placement and outplacement services; and
- d. Granting flexibility to withhold the issuance of the layoff notice due to employee movement, unanticipated vacancies, retirements, or resignations that may occur; and
- e. Authorizing the Human Resources Department to add an Allocation on Loan position due to layoff timing extending into the beginning of Fiscal Year 2020-21.

PASSED AND ADOPTED on this 16<sup>th</sup> day of June 2020, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Parker and Adams

NOES: None

ABSENT: None

(Government Code 54953)

I, Valerie Ralph, 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 82 for the meeting June 16, 2020.

Dated: June 16, 2020

File ID: RES 20-092

Agenda Item No.: 11

Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California

Joel G. Pablo, Deputy

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

**Resolution No. 20 – 199 to:**

- a. Authorizing the issuance of a layoff notice to an impacted employee no sooner than June 18, 2020, with an effective date of July 10, 2020; and )
- b. Authorizing County negotiators to meet with Service Employees International Union (SEIU) Local 521 upon request of SEIU; and )
- c. Authorizing the Human Resources Department to collaborate with Departments to provide in-placement and outplacement services; and )
- d. Granting flexibility to withhold the issuance of the layoff notice due to employee movement, unanticipated vacancies, retirements, or resignations that may occur; and )
- e. Authorizing the Human Resources Department to add an Allocation on Loan position due to layoff timing extending into the beginning of Fiscal Year 2020-21..... )

WHEREAS, The Laguna Seca Rifle & Pistol Range has had difficulty keeping up with rising costs such as recently negotiated pay raises, the rapidly increasing cost of employee benefits, and higher costs associated with general liability insurance; and

WHEREAS, The Range does not have an adequate revenue stream to keep up with these rising costs, resulting in a funding gap to support existing staffing and core services; and

WHEREAS, the decrease in revenue results in lack of funding for one filled Range Aide position; and

WHEREAS, the County Administrative Office and the Human Resources Department require authorization to implement the 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:

1. A layoff notice to an impacted employee is authorized to be issued no sooner than June 18, 2020, with an effective date of July 10, 2020.
2. County negotiators are authorized to meet with Service Employees International Union (SEIU) Local 521 upon request of SEIU.
3. The Human Resources Department is authorized to collaborate with Departments to provide in-placement and outplacement services.
4. Flexibility is granted to withhold the issuance of the layoff notice due to employee movement, unanticipated vacancies, retirements, or resignations that may occur.
5. The Human Resources Department is authorized to add an Allocation on Loan position due to layoff timing extending into the beginning of Fiscal Year 2020-21.

PASSED AND ADOPTED on this 16<sup>th</sup> day of June 2020, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Parker and Adams

NOES: None

ABSENT: None

(Government Code 54953)

I, Valerie Ralph, 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 82 for the meeting June 16, 2020.

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Joel G. Pablo, Deputy