



Monterey County

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Board Order

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

Adopted Resolution No.: 14-156:

- a. Authorizing the issuance of lay-off notices to impacted employees no sooner than June 16, 2014 with an effective date of July 8, 2014 and October 1, 2014;
- 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. Authorizing the County Administrative Office and Human Resources Department to make adjustments to position classifications as necessary to mitigate layoffs and adverse impacts to affected employees;
- e. Granting flexibility to the Parks Department to withhold the issuance of a lay-off notice(s) due to unanticipated vacancies, retirements or resignations that may occur; and
- f. Authorizing the Human Resources Department to add Allocation on Loan positions as necessary due to lay-off timing and bumping process extending into the beginning of Fiscal Year 2014-15.

PASSED AND ADOPTED on this 10th day of June 2014, by the following vote, to wit:

AYES: Supervisors Armenta, Salinas, Parker and Potter
NOES: None
ABSENT: Supervisor Calcagno

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 77 for the meeting on June 10, 2014.

Dated: June 17, 2014
File Number: 14-624

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

By 
Deputy

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

Resolution No.: 14-156

- Resolution:)
- a. Authorizing the issuance of lay-off notices to impacted employees no sooner than June 16, 2014 with an effective date of July 8, 2014 and October 1, 2014;)
- 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. Authorizing the County Administrative Office and Human Resources Department to make adjustments to position classifications as necessary to mitigate layoffs and adverse impacts to affected employees;)
- e. Granting flexibility to the Parks Department to withhold the issuance of a lay-off notice(s) due to unanticipated vacancies, retirements or resignations that may occur; and)
- f. Authorizing the Human Resources Department to add Allocation on Loan positions as necessary due to lay-off timing and bumping process extending into the beginning of Fiscal Year 2014-15.....)

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

WHEREAS, drought conditions have significantly impacted water levels at the South County lakes, exacerbating already significant revenue shortfalls in the Parks - Resort Operations budget; and

WHEREAS, the reductions in staffing levels include a reduction in force of 15 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 Director of Human Resources is hereby authorized to issue of lay-off notices to impacted employees no sooner than June 16, 2014 with an effective date of July 8, 2014 and October 1, 2014.
- 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 County Administrative Office and Human Resources Department are authorized to make adjustments to position classifications as necessary to mitigate layoffs and adverse impacts to affected employees.
- e. The Parks Department is granted flexibility to withhold the issuance of lay-off notices due to unanticipated vacancies, retirements or resignations that may occur.
- f. The Human Resources Department is authorized to add Allocation on Loan positions as necessary due to lay-off timing and bumping process extending into the beginning of Fiscal Year 2014-15.

PASSED AND ADOPTED upon motion of Supervisor Parker, seconded by Supervisor Armenta and carried this 10th day of June 2014, by the following vote, to wit:

AYES: Supervisors Armenta, Salinas, Parker and Potter

NOES: None

ABSENT: Supervisor Calcagno

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 77 for the meeting on June 10, 2014.

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