

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

Resolution No. _____

Resolution:

- a. Authorizing the issuance of lay-off notices to impacted employees no sooner than June 9, 2017 with an effective date of July 1, 2017;
- 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 withhold the issuance of a lay-off notice(s) due to unanticipated vacancies, retirements or resignations that may occur;
- e. 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 2017-18.

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

WHEREAS, costs such as recently negotiated pay raises, the rapidly increasing cost of employee benefits, higher costs associated with the general liability and workers' compensation programs, and increasing technology replacement costs necessitates the reduction of four (4) filled positions in the County Administrative Office and five (5) filled positions in the Resource Management Agency; and

WHEREAS, Economic Development has seven (7) filled positions in its Office for Employment Training it can no longer support after the current fiscal year due to the federal Department of Labor's decision to cut grant funding; 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 of lay-off notices to impacted employees no sooner than June 9, 2017 with an effective date of July 1, 2017.
- 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. Flexibility is granted to withhold the issuance of a lay-off notice(s) due to 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 lay-off timing and bumping process extending into the beginning of Fiscal Year 2017-18.

PASSED AND ADOPTED on this ____ day of _____, 2017, by the following vote,
to-wit:

AYES:

NOES:

ABSENT:

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____ for the meeting on _____.

Dated:

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

By _____
, Deputy