

**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 7, 2018 with an effective date of July 1, 2018;)
- 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 inplacement and outplacement services;)
- d. Granting flexibility to withhold the issuance of lay-off notices 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 2018-19.)

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

WHEREAS, rising costs, including sharply rising employee benefit costs, salary increases authorized in current bargaining agreements, aging infrastructure, higher insurance program expenditures and increased costs of jail security and inmate medical care. In addition, some departments are experiencing loss of State revenue necessitates the reduction of 56.24 full-time equivalent (FTE) filled positions County departments; 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 7, 2018 with an effective date of July 1, 2018.
- 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 inplacement and outplacement services.
- d. Flexibility is granted to withhold the issuance of lay-off notices 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 2018-19.

PASSED AND ADOPTED on this ____ day of _____, 2018, by the following vote,
to-wit:

AYES:
NOES:

ABSENT:

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____ for the meeting on _____.

Dated:

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

By _____
, Deputy