County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: RES 19-054, **Version:** 1

Consideration of a Resolution:
a. Authorizing the issuance of layoff notices to impacted employees no sooner than May 16, 2019, with an effective date of July 1, 2019;
b. Authorizing County negotiators to meet with Service Employees International Union (SEIU) Local 521 to discuss the impacts of the layoffs;
c. Authorizing the Human Resources Department to collaborate with Departments to provide inplacement and outplacement services;
d. Granting flexibility to withhold the issuance of layoff notices due to employee movement, unanticipated vacancies, retirements, or resignations that may occur;
RECOMMENDATION:
It is recommended that the Board of Supervisors adopt a Resolution:
a. Authorizing the issuance of layoff notices to impacted employees no sooner than May 16, 2019, with an effective date of July 1, 2019;
b. Authorizing County negotiators to meet with Service Employees International Union (SEIU) Local 521 to discuss the impacts of the layoffs;
c. Authorizing the Human Resources Department to collaborate with Departments to provide inplacement and outplacement services;
d. Granting flexibility to withhold the issuance of layoff notices due to employee movement, unanticipated vacancies, retirements, or resignations that may occur;

SUMMARY/DISCUSSION:
The Department of Social Services (DSS) has received notification that the Workforce Development Board awarded the Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated program services/funding to Arbor/Rescare effective July 1, 2019. DSS submitted a response to the Request for Proposals, however, was not successful in these efforts. This results in the potential loss of 15 allocated positions of which 14 are filled.

The Human Resources Department (HRD) is responsible for coordinating the County layoff procedures, which include directing affected departments to prepare seniority lists; reviewing, analyzing, and approving bumping rights of affected employees. The recommended action requests authority to issue layoff notices no sooner than May 16, 2019, with an effective date of July 1, 2019. No layoff notices will be issued prior to May 16, 2019. Attachment A delineates the filled positions identified for reduction by the Department of Social Services by classification and bargaining unit.

HRD is also responsible for communicating with employee bargaining units where applicable; and utilizing the Supporting - Empowering - Engaging - Keeping (SEEK) inplacement and outplacement program to assist impacted employees.

The recommended action further requests authority to withhold the issuance of layoff notices under certain conditions, such as employee movement, retirements or resignations that may occur.

OTHER AGENCY INVOLVEMENT:
The County Administrative Office and Human Resources Department have worked closely with the Department of Social Services to define those positions impacted by the contract being awarded to Arbor/Rescare.

FINANCING:
The awarding of the contract to Arbor/Rescare results in a loss of $1,923,286 in funding for the Department of Social Services WIOA Program that will result in a reduction of 15 FTE.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:
The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to meeting the Board's initiatives by implementing a fiscally sound, balanced, and sustainable budget.

Mark a check to the related Board of Supervisors Strategic Initiatives

__Economic Development
_X_ Administration
__Health & Human Services
__Infrastructure
__Public Safety

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Attachments:
Resolution
Attachment A: FY 2019-20 DSS-WIOA Filled Position Reductions