



County of Monterey

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

Legislation Details (With Board Report)

File #:	RES 19-154	Name:	Fleet Positions
Type:	BoS Resolution	Status:	Passed - Human Resources Department
File created:	10/30/2019	In control:	Board of Supervisors
On agenda:	11/5/2019	Final action:	11/5/2019
Title:	It is recommended that the Board of Supervisors adopt a Resolution to: a. Authorize the issuance of layoff notices to impacted employees no sooner than November 7, 2019, with an effective date of November 30, 2019; b. Authorize County negotiators to meet with Service Employees International Union (SEIU) Local 521 to discuss the impacts of the layoffs; c. Authorize the Human Resources Department to collaborate with Departments to provide inplacement and outplacement services; d. Grant flexibility to withhold the issuance of layoff notices due to employee movement, unanticipated vacancies, retirements, or resignations that may occur.		

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Board Report, 3. Copy of Att A_CAO-Fleet FY 2019-20 RIF Position Listing_11-05-19, 4. Completed Board Order and Resolution Item No. 32

Date	Ver.	Action By	Action	Result
11/5/2019	1	Board of Supervisors	adopted - human resources department	

It is recommended that the Board of Supervisors adopt a Resolution to:

- Authorize the issuance of layoff notices to impacted employees no sooner than November 7, 2019, with an effective date of November 30, 2019;
- Authorize County negotiators to meet with Service Employees International Union (SEIU) Local 521 to discuss the impacts of the layoffs;
- Authorize the Human Resources Department to collaborate with Departments to provide inplacement and outplacement services;
- Grant 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 to:

- Authorize the issuance of layoff notices to impacted employees no sooner than November 7, 2019, with an effective date of November 30, 2019;
- Authorize County negotiators to meet with Service Employees International Union (SEIU) Local 521 to discuss the impacts of the layoffs;
- Authorize the Human Resources Department to collaborate with Departments to provide inplacement and outplacement services;
- Grant flexibility to withhold the issuance of layoff notices due to employee movement, unanticipated vacancies, retirements, or resignations that may occur.

SUMMARY/DISCUSSION:

The County Administrative Office - Fleet Division has received notification that the Juror parking lease will not

be renewed with the City of Salinas. In order to ensure parking is available for jurors, the County, City of Salinas and Courts has reached an alternative solution for parking that will be close enough to the Courthouse such that Jurors will no longer need a shuttle to transport them. This results in lack of work and the potential loss of 2 filled Shuttle Driver positions.

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 November 7, 2019, with an effective date of November 30, 2019. No layoff notices will be issued prior to November 7, 2019. Attachment A delineates the filled positions identified for reduction by the County Administrative Office - Fleet Division 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 to define the impacted positions.

FINANCING:

The shuttle program had an annual cost of \$251,894 of which 201,894 was funded by the General Fund.

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.

- ☐ Economic Development
- ☒ Administration
- ☐ Health & Human Services
- ☐ Infrastructure
- ☐ Public Safety

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Approved by: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments:

Board Report

Resolution

Attachment A: FY 2019-20 CAO-Fleet Filled Position Reductions