



County of Monterey

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

Board Report

File #: WRAG 17-154, **Version:** 1

Adopt a Resolution:

- a. Considering, recommending and authorizing the issuance of a lay-off notice to impacted employee no sooner than June 20, 2017 with an effective date on or about July 12, 2017;
- b. Considering, recommending and authorizing the Human Resources Department to collaborate with the Agency and departments to provide in-placement and out-placement services.

RECOMMENDATION:

It is recommended that the Board of Directors adopt a Resolution:

- a. Considering, recommending and authorizing the issuance of a lay-off notice to impacted employee no sooner than June 20, 2017 with an effective date on or about July 12, 2017;
- b. Considering, recommending and authorizing the Human Resources Department to collaborate with the Agency and departments to provide in-placement and out-placement services.

SUMMARY/ DISCUSSION:

The Water Resources Agency Board of Directors, on April 17, 2017, approved its FY 2017-18 Agency Recommended Budget which eliminated one unfunded full-time Engineer position and one funded full-time Department Information System Manager (DISM) I. The Recommended Budget demonstrated that the elimination of the DISM resulted in salary and benefit savings of approximately \$137,730, thereby assisting the Agency in achieving the goal of a structurally balanced budget where revenues match expenditures. Going forward, the Agency planned to fully utilize the County Information Technology Department to bring the Agency's information technology into the 21st Century.

On June 6, 2017 the Water Resources Agency Board of Supervisors approved the Agency Recommended Budget, without changes, and further adopted a Resolution:

- a. Authorizing the issuance of a lay-off notice to impacted employee no sooner than June 9, 2017 with an effective date on or about July 12, 2017;
- b. Authorizing the Human Resources Department to collaborate with departments to provide in-placement and out-placement services.

Additionally, the Supervisors directed Agency Staff to obtain the Water Resources Agency Board of Directors' consideration and recommendation with respect to the Issuance of a lay-off notice to the impacted employee.

The elimination of the two positions in the FY 2017-2018 Budget, including the DISM, were referenced in the Recommended Budget and accompanying staffing schedules recommended by the Board of Directors on April 17, 2017. The action today makes clear that the Board of Directors considers, recommends and authorizes the issuance of the appropriate lay-off notice and the provision of placement services to the affected employee by the Human Resources Department, consistent with this Board's approval and recommendation of the Recommended Budget on April 17, 2017.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office and the Human Resources Department have worked closely together with the Water Resources Agency regarding the lay-off process.

FINANCING:

Approval of these actions is a necessary part of implementing a fiscally sound, balanced and sustainable budget.

Prepared and Approved by: _____
David E. Chardavoine, General Manager (831) 755-4860

Attachments:
Resolution