



## **RESOLUTION NO. 027-2009**

### **OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO**

**WHEREAS**, the County of El Dorado is facing serious economic hardships, and

**WHEREAS**, in response to these constraints, there is an ongoing critical need to reduce expenditures, and

**WHEREAS**, a Mandatory Furlough is a viable method for achieving savings through employee reduction of hours paid, and

**WHEREAS**, it is in the County's best interest to support and encourage such a program, and

**WHEREAS**, in accordance with the provisions of the Memoranda of Understanding Between the County of El Dorado and the affected Labor Organizations, Personnel Management Resolution #224-84 and Salary and Benefits Resolution #323-2001 as amended, the Board may direct a temporary layoff of up to ten (10) working days of specific employees or classifications, and

**BE IT RESOLVED** that the Board of Supervisors hereby directs the Mandatory Furlough of five (5) working days for all employees who are covered by the Local Agency Personnel Standards through June 30, 2009 pursuant to the following provisions which shall supersede respective Memoranda of Understanding between the County of El Dorado and the affected Labor Organizations, Personnel Policy #7, Personnel Policy #8, El Dorado County Salary and Benefits Resolution for Unrepresented Employees, El Dorado Compensation Administration Resolution and El Dorado County Personnel Management Resolution.

1. Participation in the Furlough Program is mandatory and is subject to department head approval based upon the needs of the service.
2. Furlough time may be used to reduce the workday, to reduce the work week, or be taken in blocks of time as an employee now utilizes vacation or compensatory leave.
3. Furlough time shall not exceed the total number of hours in the employee's ongoing work schedule in a regular pay period.
4. Furlough time shall count as paid time in determining sick leave and vacation accrual, and holiday eligibility.
5. Furlough time shall apply time in service for step advancement, completion of probation, and toward seniority for purpose of layoff.
6. Furlough time shall be granted without requiring employees to first use accumulated vacation and compensatory time off.
7. Furlough time shall not be available to employees on other leave without pay.

8. Requests for Furlough time must be made in writing for a specific period of time and approved by the appointing authority prior to the employee taking time under this program.
9. Employees eligible for shift differential will receive shift differential based upon hours actually worked in accordance with the M.O.U. or Salary and Benefits Resolution. Longevity pay will continue to be calculated on base salary in accordance with the M.O.U. or Salary and Benefits Resolution.
10. Furlough approved leave time shall count as paid time in determining the level of the County's contribution to County sponsored health plans; for employees eligible for the optional benefits program, entitlements shall not be reduced as a result of participation in the Furlough program.
11. A reduction in hours under the Furlough Program shall not be considered as hours in pay status for the purpose of overtime entitlements.
12. There shall be no reduction in entitlements to Management Leave or to Special Leave as a result of participation in the Furlough Program.
13. The administration of the Furlough Program is subject to the standard procedures of the Auditor Controller.
14. Unless otherwise amended or discontinued by the Board of Supervisors, this program will extend through June 30, 2009.
15. Furlough time may be taken on County paid holidays in lieu of holiday pay.
16. Employees will be responsible for tracking Furlough time used and are required to use 40 hours of Furlough time prior to June 30, 2009.
17. Employees who have reduced time under the VTO Program shall receive full credit for all hours reduced under that program toward the Furlough Program.
18. Pursuant to the Local Agency Personnel Standards, provided that employees are in paid status for 15 days in each calendar month, seniority points for that month shall not be affected.

NOW, THEREFORE, BE IT RESOLVED

**PASSED AND ADOPTED** by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 10<sup>th</sup> day of February, 2009, by the following vote of said Board:

**Attest:**

Suzanne Allen de Sanchez  
Clerk of the Board of Supervisors

**Ayes:**

**Noes:**

**Absent:**

By: \_\_\_\_\_  
Deputy Clerk

\_\_\_\_\_  
Chairman, Board of Supervisors

**I CERTIFY THAT:**

THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

**DATE:** \_\_\_\_\_

**Attest:** SUZANNE ALLEN DE SANCHEZ, Clerk of the Board of Supervisors of the County of El Dorado, State of California.

By: \_\_\_\_\_