



Legislation Text

File #: 08-0697, **Version:** 1

Chief Administrative Office recommending the Board implement a mandatory three day furlough program for all El Dorado County employees for fiscal year 2008-09; and direct Human Resources Department to proceed with the meet and confer process regarding said furlough.

Fiscal Impact/Change to Net County Cost: The Chief Administrative office estimates total General Fund savings of approximately \$800,000. This number will be refined and identified in the proposed FY 2008-09 budget. Non-general fund departments will also recognize savings that will be identified in the proposed budget document.

Background: The County has identified a budget deficit for FY 2008-09. Initial ideas to close this gap included the possibility of closing County offices for three days over the Christmas holidays. Subsequent discussions with the payroll division have identified significant barriers to this proposal. However, the payroll system is set up to handle a mandatory three-day furlough program that could be spread out over a twelve month period. Employees would have the option of taking a total of 24 hours of leave without pay over the course of twelve months, contingent upon management approval.

Labor agreements with employee associations provide for the following Reduction-in-Force policy:

"When it is determined by the Board of Supervisors that attrition will not provide relief for the condition warranting a reduction in the number of County employees, the Board may direct (1) a temporary layoff of up to ten (10) working days of specific employees or classifications without invoking the provisions of this policy, or (2) a specific layoff by classification, number of employees and department(s) pursuant to this policy."

Reason for Recommendation: The mandatory three-day furlough program could potentially save the County \$800,000 in general fund expenses. The furlough program spreads the impact of the budget deficit to all employees with minimal impact.

Action to be taken following Board approval: The Board to direct Human Resources to proceed with the meet and confer process with all bargaining units.

Contact: Laura Gill, Chief Administrative Officer

Concurrences: