

RESOLUTION 2020-069

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO APPROVING AN EMPLOYEE VOLUNTARY SEPARATION PROGRAM TO ADDRESS COVID-19 FINANCIAL IMPACTS TO CITY'S FY 2020/21 GF BUDGET AND DURING ECONOMIC RECOVERY PERIOD

WHEREAS, this item does not fall within a specific adopted policy priority within the approved FY2019-21 City Council Priority Workplan but is necessary to support the funding needed for projects and programs contained within the Workplan;

WHEREAS, this is not a project as defined by CEQA as a budget or financing mechanism pursuant to 14 Cal. Code of Regulations section 15378(b);

WHEREAS, following declarations of emergency by the State of California, Contra Costa County and the Federal government, the City Council of the City of San Pablo adopted Resolution 2020-034 on March 16, 2020 proclaiming the existence of a local emergency due COVID-19 pandemic;

WHEREAS, the Contra Costa Health Services Officer, in conjunction with other Bay Area Health Officers, issued on March 16, 2020 Shelter-in-Place orders through May 3, 2020, which were extended through May 31, 2020 and are expected to continue in some form, significantly impact business operations within the City of San Pablo and thus tax and other payments from businesses to the City; and

WHEREAS, current budget projections indicate that General Fund revenues are expected to drop by between approximately \$10 million for FY2020/21 creating a significant General Fund budget deficit;

WHEREAS, the overall recommendation for covering this budget deficit is a multi-pronged approach using reserves, CIP reductions, departmental services and supplies reductions as well as labor savings;

WHEREAS, the City is working with its represented employee groups as well as unrepresented employees on strategies to achieve these labor savings, one potential mechanism for creating savings is by increasing the number of vacant positions within the City; and

WHEREAS, employee voluntary separation programs are a typical option for public agencies who undertake a rapid downsizing effort to reduce costs, especially during a declared emergency.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of San Pablo does hereby approve the Employee Voluntary Separation Program as specified in Exhibit A to this Resolution.

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ADOPTED this 1st day of June, 2020, by the following votes:

AYES:	COUNCILMEMBERS:	Kinney, Pineda, Xavier, Pabon-Alvarado and Cruz
NOES:	COUNCILMEMBERS:	None
ABSENT:	COUNCILMEMBERS:	None
ABSTAIN:	COUNCILMEMBERS:	None

ATTEST: APPROVED:

/s/ LaTanya Fisher
LaTanya Fisher, Acting Deputy City Clerk

/s/ Arturo M. Cruz
Arturo M. Cruz, Mayor