

FORT ORD REUSE AUTHORITY
Resolution 20-08

A RESOLUTION OF THE GOVERNING BODY OF THE FORT ORD REUSE AUTHORITY TO
Resolution 19-12 Amendment, FY 19/20 Retention and Separation Package

THIS RESOLUTION is adopted with reference to the following facts and circumstances:

- A. Pursuant to Government Code section 67700(a), the Fort Ord Reuse Authority ("FORA") will dissolve on June 30, 2020, at which time, any remaining staff will be laid off.
- B. On June 14, 2019, FORA adopted Resolution 19-12 establishing retention and separation benefits for FORA employees.
- C. The Board recognizes the recent unprecedented change in economic conditions due to the COVID-19 public health crisis which will result in an unfavorable job market.
- D. The Board also recognizes that a few select FORA staff remained to assist with the smooth transition and dissolution of the Authority which resulted in foregoing potential employment opportunities by the remaining FORA staff to seek employment elsewhere prior to the current crisis.
- E. The Board further recognizes that the cost of enhanced separation benefits will not affect the total budgeted cost stated in Resolution 19-12.
- F. By this Resolution, the Board recognizes the opportunities the remaining employees forewent as well as the difficult employment environment created by the COVID-19 crisis, and intends to further compensate those employees who remained employed by FORA until June 30, 2020.

NOW THEREFORE the Board hereby resolves that:

1. For all employees laid off (not voluntarily resigning, retiring or terminated for cause) on June 30, 2020, FORA will provide, conditioned upon execution of a mutually acceptable release of claims, the following:
 - a. An additional eight (8) weeks of base salary to the base salary specified in Resolution 19-12 (H).
 - b. Employees hired after July 1, 2019 will only receive eight (8) weeks of base salary and will not be entitled to benefits specified in Resolution 19-12 unless specified by the respective employee's individual employment offer.
 - c. The Executive Officer will receive an additional (8) weeks base salary at the time of his layoff on June 30, 2020.
2. As such, the Board of Directors of Fort Ord Reuse Authority does hereby approve the amendment to Resolution 19-12 Retention and Separation Package.

Upon motion by Board Member Garfield, seconded by Board Member Gaglioti, the foregoing Resolution was passed on this 4th day of June, 2020, by the following vote:

AYES: PARKER, PHILLIPS, ADAMS, GAGLIOTI, O'CONNELL, MORTON, OGLESBY, CARBONE, GUNTER, GARFIELD, REIMERS

NOES:

ABSTENTIONS:

ABSENT: HAFFA, WIZARD



Jane Parker, Chair

ATTEST:



Joshua Metz, Secretary