

**FORT ORD REUSE AUTHORITY
Resolution 19-12**

**A RESOLUTION OF THE GOVERNING BODY OF THE FORT ORD REUSE AUTHORITY
*Adopting the Retention and Separation Package for FY 2019-2020***

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

- A.** Pursuant to Government Code section 67700(a), FORA will dissolve on June 30, 2020, at which time, any remaining staff will be laid off.
- B.** The Board recognizes the need for a retention and separation program to support adequate staffing during this FY.
- C.** The retention and separation benefits herein will be available to eligible employees. Eligible employees are defined as full-time employees who are employed by FORA as of July 1, 2019, excluding the Executive Officer, as the terms of employment and separation are specified in a negotiated employment contract.
- D.** Eligible employees remaining with FORA after July 1, 2019, will receive a stipend equivalent to five percent (5%) of base pay.
- E.** Eligible employees remaining with FORA after July 1, 2019, will receive a one thousand dollars (\$1,000) per month bonus pay for each month after July 1, 2019 that the employee remains in employment with FORA. The bonus will be payable on a monthly basis, and pro-rated for partial months.
- F.** For employees laid off (not voluntarily resigning, retiring or terminated for cause) after July 1, 2019, FORA will provide up to twelve (12) months of monthly premium cost for the continuation of medical/dental/vision coverage. Premium cost provided will be for the coverage level (employee only, employee +1, employee + 2 or more) and plan in effect on July 1, 2019, and is conditioned upon execution of a mutually acceptable release of claims and terminates upon the employee securing replacement medical coverage.
- G.** Employees laid off (not voluntarily resigning, retiring or terminated for cause) after July 1, 2019, FORA will provide, conditioned upon execution of a mutually acceptable release of claims:
- Four (4) weeks of base salary for any employee with less than five (5) years of continuous FORA service, and additional one (1) week of base salary for each year of continuous service of five (5) or more years, up to a maximum of eight (8) weeks of base salary (pro-rated for less than a full year of service).

NOW THEREFORE the Board hereby resolves that:

1. The Board of Directors of Fort Ord Reuse Authority does hereby approve and adopt the FY 2019-2020 Retention and Separation Package.
2. The total cost of the Retention and Separation Package shall not exceed \$550,000.

Upon motion by Carbone, seconded by Garfield, the foregoing Resolution was passed on this 14th day of June, 2019, by the following vote:

AYES: PARKER, LOPEZ, ADAMS, GAGLIOTI, O'CONNELL, MORTON, HAFFA, OGLESBY,
PACHECO, CARBONE, GUNTER, GARFIELD, REIMERS.

NOES:

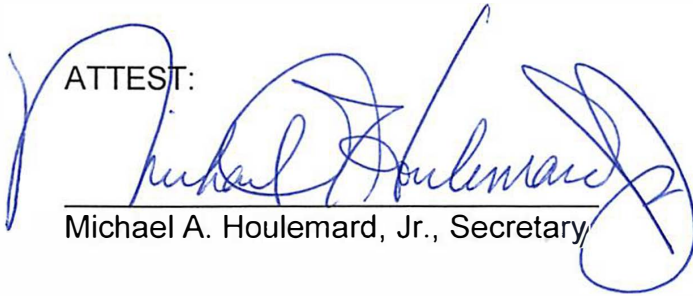
ABSTENTIONS:

ABSENT:



Jane Parker, Chair

ATTEST:



Michael A. Houlemard, Jr., Secretary