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CITY OF OAKLAND



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**Ignacio De La Fuente**  
**City Council Member, District 5**

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June 3, 2010

Dear Colleagues,

Enclosed please find a resolution directing the City Administrator to start preparing to immediately issue potential lay-off notices to 200 police officers and other staff, if the city council decides to proceed with such lay-offs at its June 24, 2010 special budget meeting.

My staff has inquired with both the department of personnel and the City Attorney's office and they have informed us that the following steps are necessary if the Council wishes to take action on June 29<sup>th</sup>, 2010 with the ability to implement the changes on July 1st.

- 1) Personnel requires approximately one week to create a seniority list and draft termination letters
- 2) Personnel recommends that we allow 2-3 days for letters to arrive in the mail
- 3) Per Civil Service Rules, the City is required to provide two weeks (10 working days) notice prior to last day of employment

Our Personnel Department indicates that if the City Council does not take the above mentioned steps in advance of the June 29<sup>th</sup>, 2010 budget hearing the earliest personnel can terminate employment would be Friday, July 23rd. This approximate four week delay is based on the necessary steps outlined above.

I believe it is imperative that we take these necessary steps so that we are in a position to implement the changes on July 1<sup>st</sup>. If the Council decides not to lay-off police officers, we could rescind the lay-off notices in whole or in part depending on the final action taken by the Council when we adopt the budget at the Special Council meeting of June 29<sup>th</sup> 2010.

  
Ignacio

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OAKLAND CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_ C. M. S.

INTRODUCED BY COUNCILMEMBER DE LA FUENTE

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**RESOLUTION DIRECTING THE CITY ADMINISTRATOR TO START PREPARING TO IMMEDIATELY ISSUE POTENTIAL LAY-OFF NOTICES TO 200 POLICE OFFICERS AND OTHER STAFF, IF THE CITY COUNCIL DECIDES TO PROCEED WITH SUCH LAY-OFFS AT ITS JUNE, 24, 2010 SPECIAL BUDGET MEETING.**

**WHEREAS** the City of Oakland is facing a \$42.6 million deficit in its General Purpose Fund in Fiscal Year 2010-2011; and

**WHEREAS** due to the continued weakness in the local economy and the continued decline in the real estate market, the City has had a drop in revenues of \$70 million per year in the last five years.; and

**WHEREAS** the City Council took action on April, 29, 2010 to approve mid-cycle balancing measures totaling \$11.09 million in reductions to the general fund for fiscal year 2010-2011; and

**WHEREAS** the City still faces a \$31.5 million shortfall for the 2010-2011 budget and said budget needs to be balanced by June 30, 2010; and

**WHEREAS** lay-offs of City employees is simply unavoidable in order to balance the budget; and

**WHEREAS** per civil service rules and employee contracts, a number of procedural steps need to be completed before lay-off notices can be issued including: creating a seniority list, preparing termination letters, and allowing sufficient notice to employees; and

**WHEREAS** our personnel department has indicated that if the City Council does not take the above mentioned steps in advance of the June 29<sup>th</sup> budget hearing, the earliest personnel can terminate the employment of the laid-off employees would be Friday, July 23<sup>rd</sup>; and

\_\_\_\_\_  
City Attorney

**WHEREAS** the City Council wishes to direct the administration to take the necessary preparation steps shall the Council decide to lay-off up to 200 police officers and other employees at its June 24<sup>th</sup> budget hearing; now therefore be it

**RESOLVED** that the City Council directs the City Administrator to immediately prepare to potentially issue lay-off notices to 200 police officers and other staff, if the city council decides to proceed with such lay-offs at it June 24, 2010 special budget meeting; and be it further

**RESOLVED** that the City Council directs the City Administrator to prepare the seniority list and draft lay-off notices to 200 police officers and other staff by the June 24, 2010 budget hearing.

IN COUNCIL, OAKLAND, CALIFORNIA,

**PASSED BY THE FOLLOWING VOTE:**

AYES- BROOKS, DE LA FUENTE, KAPLAN, KERNIGHAN, NADEL, REID,  
QUAN, AND PRESIDENT BRUNNER

NOES-

ABSENT-

ABSTENTION-

\_\_\_\_\_  
Simmons

Council

California

**ATTEST:**

LaTonda

City Clerk and Clerk of the  
of the City of Oakland,