



Legislation Details (With Text)

**File #:** 20-0810      **Version:** 1      **Name:** CM - Work Furlough Program City Manager  
**Type:** Agenda Item      **Status:** Approved  
**File created:** 8/20/2020      **In control:** City Council  
**On agenda:** 8/25/2020      **Final action:** 8/25/2020

**Title:** Recommendation to amend Employment Agreement No. 35514 with Thomas B. Modica, City Manager, to permit him to voluntarily participate in a work furlough program on the same terms and conditions as those applied to other City employees, through negotiation with represented employee associations for Fiscal Year 2021, for a total of 26 furlough days, beginning with the pay period of September 26, 2020. (Citywide)

**Sponsors:** City Manager

**Indexes:**

**Code sections:**

**Attachments:** 1. 082520-R-9sr.pdf

Date	Ver.	Action By	Action	Result
8/25/2020	1	City Council	approve recommendation	Pass

Recommendation to amend Employment Agreement No. 35514 with Thomas B. Modica, City Manager, to permit him to voluntarily participate in a work furlough program on the same terms and conditions as those applied to other City employees, through negotiation with represented employee associations for Fiscal Year 2021, for a total of 26 furlough days, beginning with the pay period of September 26, 2020. (Citywide)

Given the difficult financial situation the City faces in Fiscal Year 2021 (FY 21), and to avoid even further layoffs and reduction of services to the community, the City Manager has asked all City employees to participate in generating one-time savings in the amount of \$11 million for FY 21. While still at the bargaining table with employee associations, these savings will likely result in up to 26 days of work furloughs, amounting to a 10 percent reduction in wages. Given the sacrifices being made by City employees, it is fitting the City Manager also participate in the work furlough program. The City Manager is still expected to be available in the event of an emergency or other situation that cannot be reasonably delayed to a non-furlough day.

This matter was reviewed by Deputy City Attorney Erin M. Weesner-McKinley and Budget Analysis Officer Julissa Jose-Murray on August 17, 2020.

City Council action is requested on August 25, 2020.

The City Manager's participation in the work furlough program for 26 days would result in an approximate savings of \$31,182, of which \$24,946 would accrue to the General Fund Group and \$6,236 to other funds. In general, a 26-day furlough represents a 10 percent loss of pay for employees. Implementing the furloughs citywide will likely require the closure of City

services one day every two weeks, resulting in loss of service to the community and overall impact on organizational capacity by 10 percent. This recommendation to amend Employment Agreement No. 35514 will have a minimal impact on staffing and is consistent with existing City Council priorities. There is no local job impact associated with this recommendation.

Approve recommendation.

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THOMAS B. MODICA  
CITY MANAGER