



MEMORANDUM
OFFICE OF THE
COUNTY EXECUTIVE OFFICER
COUNTY OF PLACER

To: Honorable Board of Supervisors
From: David Boesch, County Executive Officer
Date: August 4, 2015
Subject: Layoff of four Wastewater Plant employees due to a lack of work

ACTION REQUESTED

Adopt a Resolution directing and approving the layoff of Wastewater Plant employees based on necessity due to a lack of work, pursuant to Chapter 3, section 3.08.1090 of the Placer County Code.

BACKGROUND

Over the last several years, in order to achieve compliance with more stringent wastewater discharge standards issued by the California Regional Water Quality Control Board (RWQCB), your Board has implemented a number of capital projects to regionalize wastewater treatment in the County maintained sewer systems:

- In January 2012, your Board approved the Applegate Regional Sewer Pipeline Project to decommission the treatment ponds and construct a pipeline and pump station to convey flows from Applegate to Sewer Maintenance District (SMD) 1. The Applegate project was completed and put into operation in February 2013, and the treatment pond site restored to its original condition in the fall of 2014. Completion of the project fulfilled a settlement agreement with the Regional Water Quality Control Board (RWQCB), and allowed for new connections to the system for the first time since 1985.
- In November 2013, your Board awarded the construction contract for the SMD 3 Regional Sewer Project which decommissioned the existing wastewater treatment plant (WWTP) and constructed a pump station and pipeline to convey wastewater through SMD 2 and on to the City of Roseville for treatment. The pump station was put into service in December 2014, and the remainder of the project was completed in the spring of 2015. Completion of the project brought SMD 3 into compliance with its discharge permit and accompanying Cease and Desist Order issued by the RWQCB allowing the district to avoid an estimated \$600,000 per year in mandatory fines and potential additional discretionary fines.
- In October 2013, your Board approved an agreement with the City of Lincoln for the Mid-Western Placer Regional Sewer Project (Regional Project) to decommission the existing SMD 1 WWTP, construct a pump station and pipeline from North Auburn to Lincoln, and construct additional treatment capacity at the City of Lincoln's treatment facility. Construction of the Regional Project began in December 2013 and is scheduled to be operational in September 2015. Completion of the project will bring SMD 1 into compliance with its discharge permit and accompanying Cease and Desist Order issued by the RWQCB

and will allow SMD 1 to avoid an estimated \$200,000 per month in mandatory fines and potential additional discretionary fines.

Prior to regionalization our operations staff included one (1) Wastewater Plant Operator-Supervising, six (6) Wastewater Plant Operators, one (1) Laboratory Technician-Senior, and (1) Laboratory Technician. Efforts to regionalize wastewater have resulted in anticipated adjustments to the staff involved in the operations and maintenance of the treatment plants. Tasks and activities previously assigned to staff are no longer required due to the closure, or anticipated closure, of the treatment plants. Over the last six months, the Department has kept employees informed of the potential impacts associated with closing both the SMD 3 and SMD 1 sewer treatment plants. Three of the six Wastewater Plant Operators have left the County for similar jobs in other jurisdictions. One Wastewater Treatment Plant Operator took a lateral position as an Engineering Technician I. Two (2) Wastewater Plant Operators, one (1) Laboratory Technician-Senior, and one (1) Laboratory Technician currently remain working at SMD 1.

The estimated closure date of the SMD 1 sewer treatment plant is late August 2015. After the closure of the sewer treatment plant, the Department will have a need for some staff to assist in final decommissioning of the treatment plant for approximately six weeks. After the closure of the SMD 1 treatment plant, the Department will require retention of one person who will be responsible for the ongoing operation of the wastewater treatment ponds in Sheridan, and for operating the County's water distribution systems in Sheridan and at the Eastern Regional Landfill. This one person is the Wastewater Plant Operator – Supervising, as there will no longer be appropriate work for Wastewater Plant Operators or Laboratory Technicians since this work will now be performed in Lincoln at their treatment plant.

LAYOFF AUTHORITY UNDER CHAPTER 3:

Pursuant to the Placer County Code, Chapter 3, section 3.08.1090, layoffs shall be made solely under the direction of the Board of Supervisors, and with Board approval, the County Executive Officer may direct the department's appointing authority to lay off employees for necessity, based on lack of funds or work. In this instance, authority is sought to lay off four employees in order to respond to the reduction in workload that will occur as a result of the regionalization of wastewater treatment operations.

Approval of the requested action will delegate to the County Executive Officer the authority under the Placer County Code, Chapter 3, section 3.08.1090 to determine the timing of layoff.

FISCAL IMPACT

The FY 2015-16 final budget for Environmental Utilities will be adjusted to reflect the salary and benefit decreases anticipated as a result of the layoff of four Wastewater Plant employees associated with the SMD 1 regionalization project.

Attachment 1 – Resolution

**Before the Board of Supervisors
County of Placer, State of California**

In the matter of:

Resolution No.: _____

A resolution directing and approving the layoff of Wastewater Plant employees based on necessity due to a lack of work, pursuant to Chapter 3 section 3.08.1090 of the Placer County Code.

The following Resolution was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held August 4, 2015, by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

Chair, Board of Supervisors

Attest:
Clerk of said Board

Whereas, Placer County Code Chapter 3, section 3.08.1090 provides that layoffs shall be made solely under the direction of the Board of Supervisors, and with Board approval, the county executive officer may direct the department's appointing authority to lay off employees for necessity, based on lack of funds or work;

Whereas, over the last several years, in order to achieve compliance with more stringent wastewater discharge standards issued by the California Regional Water Quality Control Board (RWQCB), the Board of Supervisors has implemented a number of capital projects to regionalize wastewater treatment in the County maintained sewer systems;

Whereas, the Applegate Regional Sewer Pipeline Project that decommissioned the treatment ponds and constructed a pipeline and pump station to convey flows from Applegate to Sewer Maintenance District (SMD) 1 was completed and put into operation in February 2013, and the treatment pond site restored to its original condition in the fall of 2014;

Whereas, the SMD 3 Regional Sewer Project that decommissioned the existing wastewater treatment plant (WWTP) and constructed a pump station and pipeline to convey wastewater through SMD 2 and on to the City of Roseville for treatment was put into service in December 2014, and the remainder of the project was completed in the spring of 2015;

Whereas, Placer County entered into an agreement with the City of Lincoln for the Mid-Western Placer Regional Sewer Project (Regional Project) that decommissions the existing SMD 1 WWTP, constructs a pump station and pipeline from North Auburn to Lincoln, and constructs additional treatment capacity at the City of Lincoln's treatment facility, and the Regional Sewer Project is scheduled to be operational in September 2015; and

Whereas, due to the Mid-Western Placer Regional Sewer Project nearing completion and the closure of County operated Wastewater Treatment Plants, work will no longer be available for County staff assigned to work at these facilities;

Therefore Be It Resolved, By The Board Of Supervisors Of The County Of Placer, State Of California, As Follows:

The Board directs and approves the layoff of employees in the following positions for necessity, due to a lack of work:

- Wastewater Plant Operator (2.0 FTEs)
- Wastewater Laboratory Technician- Senior (1.0 FTE)
- Wastewater Laboratory Technician (1.0 FTE)

The Board delegates to the County Executive Officer the authority under the County Code, section 3.08.1090 to determine the timing of layoff. The layoff shall be conducted in accordance with the County Code, sections 3.08.1090 through 3.08.1120.