

RESOLUTION #12-11

A Resolution of the Board of Trustees of the Coast Community College District to Establish a Plan to Achieve a Balanced Budget for Fiscal Year 2012-13, Without Layoffs, to the Extent Possible

WHEREAS, the Coast Community College District now must make specific plans to have a balanced budget for the 2012-2013 Fiscal Year; and

WHEREAS, approximately 90% of the District's budget is devoted to employee salaries and benefits; and

WHEREAS, there already have been drastic cuts within the other 10% of the District budget; and

WHEREAS, the cost of health benefits continue to increase at an unsustainable rate; and

WHEREAS, although there have been reductions in overall District staffing through retirement and attrition, there have been no reductions in the salaries or benefits of individual employees; and

WHEREAS, the District's Vice Chancellor of Administration and Finance has advised the Board of Trustees that a three percent across-the-board reduction in salary/benefits will be sufficient to obtain a balanced budget; and

WHEREAS, the District's Board of Trustees views employee layoffs as a "last resort" to be utilized only when other options have been fully explored; and

WHEREAS, particularly in these difficult times, it is essential for the District to maintain at least a minimal reserve; and

WHEREAS, the District is committed to being in compliance with the 50% Law; and

WHEREAS, time is of the essence in that pursuant to Section 58305(a) of Title 5 of the *California Code of Regulations*, the District must adopt a Tentative Budget on or before July 1, 2012; and

WHEREAS, pursuant to Section 58305(a)(2)(c) of Title 5 of the *California Code of Regulations*, the District must adopt a final balanced budget for Fiscal Year 2012-2013 on or before September 15, 2012.

NOW, THEREFORE BE IT RESOLVED THAT the Board of Trustees directs and delegates the Chancellor to present to the Board a tentative balanced budget for Fiscal Year 2012-13 at the June 20, 2012 Board of Trustees meeting that adheres to the following parameters:

- (a)** A 3% reduction in salaries and benefits obtained by wage/benefit reductions, including furloughs, through collective bargaining, discussions/consultation with unrepresented groups and employees, and/or unilateral action where legally permissible, all without the implementation of any employee layoffs;
- (b)** A 3% reduction in compensation for the members of the Board of Trustees; and
- (c)** Maintaining a 5% reserve as required.

NOW, THEREFORE BE IT FURTHER RESOLVED THAT if, but only if, the 3% reduction in salaries and benefits is not achievable through these voluntary, involuntary, and collective bargaining approaches, the Chancellor is directed to determine the minimum number of classified employee (including classified management) layoffs that are necessary to achieve a balanced budget, and to make timely and specific recommendations to the Board accordingly.

I, Christian Teeter, Secretary of the Board of Trustees of Coast Community College District hereby certify that on April 10, 2012 this Resolution was adopted by the Board by a vote of

Aye:

No:

Abstain:

Christian Teeter, Ed.D., Board Secretary, Board of Trustees