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To: [Clerkoftheboard](#)
Subject: item 29
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Dear Members of the Board of Supervisors,

I have been a Yolo County employee since 1999, and while my current position is not in jeopardy, many of my colleagues are now facing that uncertainty. I am writing not only out of concern for the loss of employment, but also for the overall wellbeing of the dedicated staff who serve this county every day.

The proposed staff reductions raise serious concerns about both fairness and long term impact. Decisions to cut front line positions, while leaving higher level roles unaffected, create a perception of imbalance and inequity within the organization. More importantly, these reductions will place a significant and unsustainable workload on the remaining employees, ultimately affecting the quality of service provided to the community.

When I asked whether any support systems were in place for employees potentially affected by these layoffs, I was told that Human Resources would be handling it. This response was concerning. As a Health and Human Services agency, compassion should be central to how we treat not only the public, but our own employees. When I sought clarification on whether there would be any direct assistance for impacted staff, I was again told that it was solely Human Resources' responsibility. This raises important questions about leadership involvement and accountability during a time when employees need reassurance and support.

Based on past experiences with layoffs, I have seen firsthand the toll these decisions take. They lower morale, increase stress, and create instability in what is already a challenging work environment particularly given the vulnerable populations we serve. These impacts extend far beyond those directly affected by job loss.

The Board of Supervisors may wish to consider implementing a combination of workforce cost-saving strategies that have been utilized effectively in the past to address budget constraints while minimizing the need for layoffs.

These options may include:

- Reintroducing furlough programs and voluntary separation incentives (“golden handshakes”), consistent with prior approaches, to reduce overall personnel costs.
- Exploring voluntary reduced work schedules, such as 32–36 hour workweeks, for employees who are interested and where operationally feasible.
- Implementing stricter overtime approval processes to ensure overtime usage is limited to essential and pre-approved circumstances only.
- Reducing or deferring non-mandated training courses and discretionary professional development activities to lower operational expenses.

These strategies, when applied in combination, can help achieve necessary budget reductions while preserving workforce stability and maintaining critical social service delivery.

I urge you to reconsider the lasting impact these staffing decisions will have on both employees and the services they provide. Front line staff are the backbone of this county and reducing their numbers while maintaining higher level positions sends a discouraging message about how their work is valued.

Respectfully,
Leticia Villarreal
Yolo County Employment and Eligibility