

Dear Yolo County Board of Supervisors:

May 5, 2025

Re: Proposed elimination of HHSA Support Services Supervisor position (for HHSA fleet)

My name is Antonio "Tony" Alvarez, and I am the HHSA Support Services Supervisor (for fleet/operations) for HHSA. I am writing to ask that you not eliminate my position because I provide essential services for staff so that they can also provide essential services for their clients, which is our community. I was unable to attend the Board of Supervisors meeting on May 5, 2026, because I am the only one on my team at this time and must work and assist clients. Many of the employees that use the fleet reservation system are with Child Welfare Services, Adult Protective Services, TAY, Mental Health, Service Center, and Child, Youth and Family (Emergency Response) use these vehicles to transport our clients in moment's notice. In addition, we worked with outside agency, YC Library and Probation with vehicle loans, while their vehicle was in the shop for repairs. Without the HHSA fleet, the department services workers will not be able to provide this needed transportation for our clients or our community in a timely manner.

There are 3 HHSA Support Services positions that are on the list of filled positions to be eliminated: 1 Fleet Attendant II (my staff), and 2 HHSA Support Services Supervisors (One is my position, handling 1st fleet/ 2nd buildings, and the other is the supervisor position handling 1st buildings /2nd fleet in case one of us are out, we cover each other's areas.)

I would like to point out that up to this time no one from management has informed me or my team members that our position is being considered for elimination. The list of HHSA filled positions being considered for elimination was made available online for staff and to the public prior to last May 5th meeting. Although it has been common courtesy and common practice to inform staff ahead of time in such matters, it has not happened. The HHSA Assistant Director Evis Morales met with us two years before our meeting on May 6th, 2024, and he did not tell me that my position was at risk. He simply said that I had to wait for the meeting and that customer service was highly important to HHSA, that's the team. He has never met with us prior to discussing any of our duties that we do for HHSA and the domino effect it benefits overall within all aspects from HHSA to our Community. When our manager – Mike Wisilchin left the agency. Evis did not meet with him to discuss projects pending or meet with the team on what to expect coming forward. While the list of positions and salaries does not include names, there are several HHSA positions that only belong to specific people. Therefore, it is obvious who is at risk to lose their jobs for some of these positions. Other staff informed me that my position is on the list. They found out before I did. Also, to find out they're belittling my staff in the restroom because of her salary. There is no confidentiality in this situation. It further adds to the low staff morale and lack of trust with the upper management at HHSA.

To clarify about my current position and my team, in the past there was one Support Services team for DESS (later HHSA). A few years ago, the team was reclassified and became two separate HHSA Support Services teams (one for fleet reservations and one for buildings). I am the supervisor for the fleet reservations for HHSA. I will explain more below.

As HHSA Support Services Supervisor (fleet), HHSA Fleet is well-structured. The team and I keep it structured and organized to keep the vehicles regularly maintained so that they remain in safe working conditions. It is crucial for the safety of everyone who drives and our clients in these vehicles. I assist staff who have problems using the reservation system (both the prior and the new system), as well as staff who have emergency situations with vehicles (such as car accidents, leaving items in the cars, etc.). My one staff person and I work with vehicles daily to keep them regularly maintained (car washes, filled gas tanks, tire maintenance, charging batteries, changing wipers, and everything that is needed in a safety aspect). The other Support Service Supervisor (buildings) does the same duties for support or when one of us on our team is out sick or on vacation. Although my position is 40 hours a week, I answer my phone to assist staff at any time, including weekends and after hours, volunteering my time. (Service workers use the vehicles at all hours, and I provide emergency customer service needed to assist the workers if any issues arise.) HHSA employees from other branches also use the vehicles to attend meetings, to travel to other County offices for work, and for any work-related purpose. Also, HHSA very recently implemented a new system for HHSA fleet reservations. (Approval of this new system began a couple of years ago by prior upper management and the Board of Directors who have left the County.) I have been the one learning about this new system, as well as giving insight into setting up the programming and training staff during the transition of new vehicle reservation system.

Please allow me to provide you with some background regarding my positions, including how I have been promoted during my time at Yolo County. I have been a dedicated worker for Yolo County for over 11 years and have held several positions. I started as extra help, and I was soon after hired as a Storekeeper for what was then the Department of Employment and Social Services. After a few years, I went through the reclassification process and became a Senior Storekeeper. Also, during the pandemic, the Support Services team (at the time included one supervisor, one Admin. Assistant, two Senior Storekeepers, and two Storekeepers) worked in office because HHSA and the County considered us to be essential workers.

Then, the whole Support Services team (including one supervisor, two Senior Storekeepers, two Storekeepers, and one administrative assistant) went through the reclassification process. The team was split into two teams, one for fleet and one for buildings. After this reclassification process, I became an HHSA Building Services Coordinator, and then I became the interim HHSA Support Services Supervisor (for fleet). After the hiring process, I became the permanent HHSA Support Services Supervisor (for fleet).

Yolo County and HHSA agreed that it was best to approve the reclassification of the former Support Services team by creating the two existing teams, one to focus on fleet and the other to focus on buildings. It is obvious that the County and HHSA believed that it was necessary because these teams provide essential services. Our clients are Yolo County staff as well as outside vendors. Because of all our hard work during the pandemic and years of this team's devotion to HHSA and the Community. We received the Spirit Award on December 3rd, 2024.

Originally, my team for the HHS fleet was supposed to include me (as supervisor), my existing staff member (Fleet Attendant II), and two other fleet attendants. Because of the problems with the budget, the two vacancies on my team were eliminated a couple of years ago. Therefore, there are only two of us who primarily work with the HHS fleet reservations for the entire HHS department of over 90 vehicles and warehouse equipment.

I truly believe that the County can look at other options instead of laying off so many employees, such as furloughs and golden handshakes, so that essential positions like mine are not eliminated. Furloughs have been utilized in the past. Also, there are many employees who would be willing to retire if a golden handshake were offered. Jobs can be saved if more employees retire. Other options include moving my HHS fleet team with our positions to the regular County fleet (so that we do not lose our jobs).

As an example, the HHS internal HR team members were all moved under the County HR team (a year or two ago). Their jobs were primarily saved. We know the reservation system and our clients, and we can provide the customer service needed for HHS staff because this department is large and needs more hands-on service. YC County Fleet cannot provide this same service to HHS staff, which would mean that Social Service Workers will not be able to provide crucial services for their clients, including children and parents in an emergency. It was said by Scott Murphy (retired YC Fleet Superintendent) said, "This HHS Fleet has been the best he has ever seen it". Furthermore, my staff and I provide HHS fleet services for the West Sacramento office, the Gonzales building, and for the Bauer building because staff can pick up keys and cars in these areas. If my position is eliminated, the regular County fleet will not have time to provide the services needed for the individual offices, such as the West Sacramento office of 15 vehicles in which they are checked routinely in person, present day. Therefore, West Sacramento vehicles and their safety will be in question.

There are also other concerns, shared by many staff, about how decisions regarding hiring staff are made. For example, staff question why HHS hired a second Assistant Director within the past several months, knowing that the layoffs would be possible. Why would they hire a second Assistant Director, and now so many experienced employees are at risk of being laid off? Furthermore, HHS hired two Storekeepers a few years ago just for the Service Centers branch, but these same services can be provided by HHS Support Services team members. Why would HHS not consider terminating these two new Storekeeper positions to save existing Support Services staff (who have all worked here for many years as valuable employees)?

Thank you for allowing me to share my thoughts and concerns. I ask that you please not eliminate my position as HHS Support Services Supervisor (for fleet) because I provide valuable services for HHS, including the Social Service Workers and staff from other Agencies. I ensure that the County vehicles are well-maintained, and I also stay on top of the inventory list for the vehicles. Furthermore, I must also ask that you please not eliminate my staff Fleet Attendant II, or the HHS Support Services Supervisor (for buildings). The County and HHS believed that we were essential workers during the pandemic (missing only two

weeks of work), as we worked in office while many others telecommuted. The County and HHSA believed that our services were important enough to reclassify us as two distinct teams. We provide much needed services for HHSA staff, other departments, and outside vendors. We also work well together and provide backup support, as needed. Speaking for myself for HHSA fleet reservations, I keep the services running smoothly so that staff such as Social Service Workers can serve their clients. I provide much needed services, being thoughtful and considerate, because I care about the clients for the community that we serve as well as the staff. This is not just a job, it's my passion.

Respectfully,

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