



Paula D. Ramsey
01/22/2002 10:38
AM

To: Valorie A. Vigil/FCS/CABQ,
cc:
cc:
Subject: Seas to Studs

Also on Seasonals, although 9 of the first 23 seasonals we identified had already resigned, 14 of them were identified for termination on exactly the opposite basis (shortest time with the city) from the legal basis we're now using (over the 9 months limit). I suggest we take those 14 names off the list Jim Williams and Bill Silva are using to plan these terminations in three waves. It would be hard to explain two different bases for identifying these people.

----- Forwarded by Paula D. Ramsey/FCS/CABQ on 01/22/2002 10:38 AM -----



Paula D. Ramsey
01/22/2002 10:13
AM

To: Valorie A. Vigil/FCS/CABQ@COA
cc: JoAnn A. Borunda/FCS/CABQ@COA
Subject: Seas to Studs

Valorie-

Although Joyce Rodarte said she thought we could convert seasonals to temps with a 2-week break, after our conversation Friday, I have advised JoAnn Borunda and the Division Managers we have been working with NOT to proceed with that.

Should I, however, tell them to identify seasonal employees who qualify as "Students" for potential conversion, or is this a premature step? Pls advise.

pr



Paula D.
Ramsey/FCS/CABQ
07/02/2002 10:15 AM

To: Bill J. Silva/FCS/CABQ@COA
cc: Marty I. Mondragon/FCS/CABQ@COA, Michael M.
Passi/FCS/CABQ@COA, Valorie A. Vigil/FCS/CABQ@COA
bcc:
Subject: Re: FYI ☐

That is an HR issue, and I think it can and should be handled separately from the "seasonals over 2 years" issue. I advised Valorie that we should come up with a plan internally for the seasonals problem, before talking with HR and legal.

We were prevented from "reclassifying" employees prior to and during the layoff process. All these inequity issues were discussed, though, so HR knows mostly who they are and what the potential is for lawsuits etc. It should be brought to the table again soon, and it needn't wait for our internal proposal for seasonals to be laid off. Let's discuss with Valorie.



Bill J. Silva
07/02/2002 06:42 AM

To: Valorie A. Vigil/FCS/CABQ@COA
cc: Marty I. Mondragon/FCS/CABQ@COA, Michael M.
Passi/FCS/CABQ@COA, Paula D. Ramsey/FCS/CABQ@COA
Subject: Re: FYI ☐

This is good. But the issue I am trying to get across is the inequity among the Community Center Directors and the assignments of Activities Coordinators running community centers.

Bill



Valorie A. Vigil
07/01/2002 06:49 PM

To: Paula D. Ramsey/FCS/CABQ@COA
cc: Bill J. Silva/FCS/CABQ@COA, Marty I. Mondragon/FCS/CABQ@COA,
Michael M. Passi/FCS/CABQ@COA
Subject: Re: FYI ☐

Let's get together and discuss how we can address this issue without decimating our programs. We are probably going to have to layoff temps and seasonals in waves. Will look for your input on how best to do this. Paula has Joann updating list of employees who will fall under this category.



Paula D. Ramsey
07/01/02 02:27 PM

To: Bill J. Silva/FCS/CABQ@COA
cc: Marty I. Mondragon/FCS/CABQ@COA, Michael M.
Passi/FCS/CABQ@COA, Valorie A. Vigil/FCS/CABQ@COA
Subject: Re: FYI ☐

This shouldn't (and probably doesn't) come as a surprise to anybody. We've known all along that there were plenty of people waiting in the wings for this decision. In fact, Dan Ramscyck (our lawyer for the



Paula D. Ramsey
07/01/02 02:27 PM

To: Bill J. Silva/FCS/CABQ@COA
cc: Marty I. Mondragon/FCS/CABQ@COA, Michael M. Passi/FCS/CABQ@COA, Valorie A. Vigil/FCS/CABQ@COA
Subject: Re: FYI

This shouldn't (and probably doesn't) come as a surprise to anybody. We've known all along that there were plenty of people waiting in the wings for this decision. In fact, Dan Ramscyck (our lawyer for the Quintana case) came to Jerry OyP last year asking for a list of all part-timers over 2 years (in 2 different groups) so that his office could estimate what a 100% payout would be, if it came to that. I guess I think it's probably time to have a meeting with Dan, probably his boss, Risk, HR, and us to figure out what to do.



Bill J. Silva
07/01/2002 02:02 PM

To: Michael M. Passi/FCS/CABQ@COA, Marty I. Mondragon/FCS/CABQ@COA, Paula D. Ramsey/FCS/CABQ@COA, Valorie A. Vigil/FCS/CABQ@COA
cc:
Subject: FYI

It is apparent that the "settlement" with Kathy is out. Also, the claim that Mike Molina and Charmaine have submitted also is common knowledge.

The "network" now tells me that there will others coming, ie.

1. **Other temps that have worked for the City for long periods of time (years),**
2. **Activities Coordinators that are currently running community centers, there are three, (Larry Williams, Wanda Bryant, Claudia Riviera)**
3. **And last but not least, Center Directors that are M-13s ie. Pat Hurley-Don, Heights CC- Susan.**

Any suggestions, comments, orders?

Bill



Arnold R. Sena

07/17/2002 07:14 AM

To: Judy A. Montoya/HR/CABQ@COA

cc: Bill Silva@COA, Paula D. Ramsey/FCS/CABQ@COA, Valorie A. Vigil/FCS/CABQ@COA

Subject: Re: Promotions/upgrades

Judy,

I'm sorry but I find this to be **a bit too much for individuals that will be working a part time job.** It seems like we as administrators of the programs **are being** forced to become Human Resource specialists, which isn't fair to us and this is taking away from our assigned task of providing basic services to the citizens of Albuquerque.

I'm not sure but I'm still trying to figure out what all this has to do with the promotions/upgrades of the individuals in question. Once again the promotions/upgrades of those individuals have been approved by Valorie Vigil (Director FCS Dept.), Bill Silva (Division Manager) and myself.

Judy, the main question I have for you is are these promotions/upgrades going to go through or not. I've provided everything you asked for. What else is needed?

It's very frustrating, because these individuals continue to call and question me as to when their promotions/upgrades will take effect and I'm not able to give them an answer as what is going on with their deserved promotions/upgrades. Please let me know if the HR department plans on approving these promotions/upgrades for these individuals or not that way I can give these individuals an answer about this issue. **It's unfair to them as well as myself to keep them hanging on if you know that this is not going to get approved.**

If at all possible please give me some direction on this matter as soon as you are able or let me know whom I can call that may be able to help me understand the holdup.

I'm sorry for any inconvenience that this issue may be causing you, but believe me this issue is inconveniencing many people at many levels.

Thanks for listening and please help!

Thanks,
Arnold



Judy A. Montoya

07/16/02 07:13 PM

To: Arnold R. Sena/FCS/CABQ@COA

cc: Bill Silva@COA, Paula D. Ramsey/FCS/CABQ@COA, Patricia D. Miller/HR/CABQ@COA

Subject: Re: Promotions/upgrades

Arnold,

I'm sorry I hadn't seen the information you sent last week. I have looked at the information you've sent and have come up with the following draft procedure for promoting employees in



Arnold R. Sena/FCS/CABQ
07/29/2002 07:03 AM

To Paula D. Ramsey/FCS/CABQ@COA
cc
bcc
Subject Confirming mtg

Good Morning Paula,

Have you rescheduled this meeting? I know that you gave Bill a tentative date of Tuesday, July 30, 2002 from 9am to 11am. Has this been confirmed and if it has where is going to be held?

Arnold

----- Forwarded by Arnold R. Sena/FCS/CABQ on 07/29/02 07:01 AM -----



Bill J. Silva
07/18/02 10:44 AM

To: Harold E. Vann/FCS/CABQ@COA, Arnold R. Sena/FCS/CABQ@COA,
Paul W. DePetro/FCS/CABQ@COA
cc:
Subject: Confirming mtg

Book it.

Bill

----- Forwarded by Bill J. Silva/FCS/CABQ on 07/18/2002 09:44 AM -----



Paula D. Ramsey
07/18/2002 09:31 AM

To: BSilva@cabq.gov, MMondragon@cabq.gov
cc:
Subject: Confirming mtg

We are confirmed for next Wednesday, July 24, 9 - 11:30 (if necessary) in the conference room to plan a strategy for laying off seasonal/temp employees in "waves", so as to minimize damage to programs. This is what they call "prophylactic", trying to address the problem before Irene or HR direct us to layoff all these people. Also, the October deadline for converted Playground Temps looms.

Marty will bring payroll lists and I will bring Date of Hire lists, as before. In addition, I will try to get Valorie to get Pat Miller to get us an answer re. converting current seasonals/temps to Students where possible.

Bill should probably bring cluster managers. Anybody else need to be there??



Paula D. Ramsey/FCS/CABQ
08/16/2002 05:13 PM

To JoAnn A. Borunda/FCS/CABQ@COA
cc
bcc
Subject Staff Issues

If I didn't pass on already, please enter P1s to convert these to students, as we discussed. Thanks. Let me know when they are at my q.

----- Forwarded by Paula D. Ramsey/FCS/CABQ on 08/16/2002 05:08 PM -----



Carmen R. Garcia
08/15/2002 10:34 AM

To: Bill J. Silva/FCS/CABQ@COA
cc: Paula D. Ramsey/FCS/CABQ@COA, JoAnn A. Borunda/FCS/CABQ@COA
Subject: Staff Issues

The attached memo is staff that are currently listed as seasonal and need to be transferred to students.



seastostu03.doc

The other issue was the status of the permanent part-time positions. I spoke to JoAnn and e-mailed Darlene regarding the status. Neither one has heard anything. JoAnn thinks they might be at Irene's level. Is there anyway this can be expedited?

I now have about 7 staff (4 of which are site supervisor's) who may be laid off for 3 months or more. This does not include the ones that are ~~seasonals~~ that should be students.

We need to have the permanent positions open so that some of these trained and experienced staff can bid on them.

When will the layoffs occur? When will the permanent positions be available? I need to know so that programs will be covered safely.

Please let me know how to proceed?

Thank you

Carmen



JoAnn A. Borunda/FCS/CABQ

08/20/2002 04:01 PM

To Paula D. Ramsey/FCS/CABQ@COA

cc

bcc

Subject Re: Recruitment of Temporary Positions

EB3s at your level (Area Coordinator 4 positions, Site Supervisor 12 positions, Asst Site Supervisor 21 positions, and Rec Leaders 20 positions)

thanks

----- Forwarded by JoAnn A. Borunda/FCS/CABQ on 08/20/02 03:57 PM -----



Judy A. Montoya

08/14/02 02:34 PM

To: JoAnn A. Borunda/FCS/CABQ@COA

cc: Carolyn J. Mack/FCS/CABQ@COA, Pearl A. Maestas/HR/CABQ@COA

Subject: Re: Recruitment of Temporary Positions

Per our discussion, **We will talk more about how to coordinate the October termination of the 40 employees however, at this time lets concentrate on the recruiting and hiring their replacements.** Family & CS can submit the EB-3 for each position, once we receive the approved EB-3 we will prepare the advertisement and the department can start setting up the interviews. I would like to have all the preemployment requirements for the applicants (backgrounds, physicals etc) completed as soon as possible and have all applicants available to report to work prior to October. Please let me know if there are any questions.

Judy Montoya
Human Resource Manager
<http://www.cabq.gov>



JoAnn A. Borunda

08/13/02 01:54 PM

To: Judy A. Montoya/HR/CABQ@COA, Pearl A. Maestas/HR/CABQ@COA,
Carolyn J. Mack/FCS/CABQ@COA

cc:

Subject: Recruitment of Temporary Positions

The department needs to advertise temporary positions to replace 40 or more employees that will be terminated in October due to end of service.

To make sure we staff programs in a timely manner, I would like to meet to discuss how to make this process run smooth.

When can you meet?

Agenda: (please add to agenda)
Letter of Termination
EB3 Process
Advertisement Ad
Online Applications
Job Specs