

**Resolution No.
Sonoma County Administration Building
Santa Rosa, CA 95403**

Date:

CONCURRENT RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SONOMA, THE BOARD OF DIRECTORS OF THE SONOMA COUNTY WATER AGENCY, THE BOARD OF COMMISSIONERS OF THE COMMUNITY DEVELOPMENT COMMISSION, AND THE BOARD OF DIRECTORS OF THE NORTHERN SONOMA COUNTY AIR POLLUTION CONTROL DISTRICT, AMENDING SALARY RESOLUTION NO. 95-0926, ADOPTING EARLY RETIREMENT OPTION (ERO) PROGRAM, EFFECTIVE JUNE 15, 2009 TO AUGUST 24, 2009.

WHEREAS, the Boards adopted Salary Resolution No. 95-0926 which provides compensation, benefits and terms and conditions of employment for Unrepresented Administrative Management, Department Heads, Unrepresented Confidential, and Unrepresented employees; and

WHEREAS, the County of Sonoma is currently faced with significant budgetary shortfalls for the FY 2009-10, and Board has adopted staffing reductions in numerous departments; and

WHEREAS, County departments would be able to mitigate the number of employee layoffs by reducing allocations through retirements rather than eliminating allocations which would cause the involuntary layoff of existing employees; and

WHEREAS, an early retirement incentive to encourage voluntary retirements in departments and classifications where layoffs would otherwise occur has been designed and is incorporated into this resolution as Attachment A "Early Retirement Option Program 2009-10"; and

WHEREAS, the effected departments listed in Attachment B have agreed to terms and requirements of the Early Retirement Option Program for the listed classifications and positions; and

WHEREAS, County departments have identified classifications and number of positions that, if voluntary retirements occurred, the number of involuntary layoffs would be reduced. That listing of classifications in unrepresented bargaining units is incorporated by reference to the resolution on Attachment B; and

WHEREAS, eligible employees will have the option to accept or decline Early Retirement Option Program, once offered;

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Sonoma amend Salary Resolution No. 95-0926 to adopt the ERO Program as outlined in Attachment A, and hereby setting an ERO Program window period of June 16, 2009 to August 24, 2009 for the departments and classifications listed in Attachment B.

Supervisors:

Brown: Kerns: Zane: Carrillo: Kelley:

Ayes: Noes: Absent: Abstain:

SO ORDERED