

COUNTY OF SONOMA AGENDA ITEM SUMMARY REPORT			Clerk of the Board Use Only Meeting Date Held Until ___/___/___ ___/___/___	
			Agenda Item No: Agenda Item No: _____ _____	
Department: Human Resources			() 4/5 Vote Required	
Contact: Lynne Durrell	Phone: (707) 565-3565	Board Date: Aug. 11, 2009	Deadline for Board Action: August 11, 2009	
Agenda Short Title: Early Retirement Option (ERO) Program for Western Council of Engineers (WCE).				
Requested Board Action: Concurrent Resolution approving an agreement between the County of Sonoma and Western Council of Engineers (WCE), authorizing an Early Retirement Option Program for employees represented by this employee organization, subject to the provisions of the attached ERO program documents, and sets the retirement window period of June 16, 2009 – August 24, 2009. Concurrent Resolution approving the offer of the ERO Program to job classifications for the positions identified in Attachment B.				
CURRENT FISCAL YEAR FINANCIAL IMPACT				
<u>Expenditures</u>			<u>Add'l Funds Requiring Board Approval</u>	
Estimated Cost	\$	_____	Contingencies	\$
			(Fund Name:)	
Amount Budgeted	\$	_____	Unanticipated Revenue	\$
			(Source:)	
Other Avail Approp (Explain below)	\$	_____	Other Transfer(s)	\$
			(Source:)	
Additional Requested:	\$	_____	Add'l Funds Requested:	\$
Explanation (if required): Costs to be covered by funds already allocated in department salary accounts. Minor costs may be incurred in the form of future SCERA unfunded liability, however additional cost savings will be realized from mitigated unemployment payments for laid off employees.				
Prior Board Action(s): 9-15-92 Board provided policy direction regarding an "early retirement: option." 10-6-92 Board approved 2 years service credit ERO (1) Program from 10/15 – 12/31/92 2-9-93 Board approved 2 years service credit ERO (2) Program from 4/1- 9/27/93 11-30-93 Board approved 2 years service credit ERO (3) Program from 12/1/93- 5/30/94 6/21/94 Board approved 2 years service credit ERO (4) Program from 12/1/93 to 5/30/94 6/16/09 Board approved ERO Program for Salary Resolution from 6/15/09 – 8/24/09 6/23/09 Board approved ERO Prog. for ESC/Local 39/SCLEA/SCLEMA/SEIU from 6/15/09-8/24/09 8/4/09 Board approved additional job classifications for ERO eligibility				
Alternatives – Results of Non-Approval: An increased number of County employees will be laid off.				

Background:

Currently, the County is faced with significant budget shortfalls resulting in the deletion of authorized positions, and layoffs are necessary to meet required budget goals. In a continuing effort to mitigate effects of involuntary layoffs on departments and employees, the County would like to institute an Early Retirement Option Program to encourage voluntary retirements of employees where staffing deletions are occurring.

An Early Retirement Option (ERO) program is proposed as part of an overall County plan to mitigate the need for layoffs of employees in a department. Employees in an affected job class who are eligible for retirement may be offered a salary incentive (as prescribed by the attached program document) to take advantage of an early retirement program. An employee that wants to accept an ERO incentive will prevent a job loss for another employee facing a layoff from an allocated position.

As part of cost savings ideas submitted by employees, the County received a suggestion to consider an early retirement incentive to limit actual layoffs. The County has utilized early retirement incentives several times in the past to encourage voluntary attrition versus involuntary layoffs. The proposed ERO Program for 2009 includes a sliding payment incentive which can be funded through existing resources in affected departments.

The Board adopted an ERO Program for Administrative Management, Confidential Employees and Unrepresented Employees effective June 15, 2009, and for Engineers and Scientists of California (ESC), Local 39, Service Employees' International Union (SEIU), Sonoma County Law Enforcement Association (SCLEA), and Sonoma County Law Enforcement Managers Association (SCLEMA), on June 23, 2009, identical to this Board action.

The proposed 2009 ERO Program (Attachment A), has been forwarded to all employee organizations and an opportunity to Meet and Confer was put forth by the County. The action before the Board of Supervisors adopts the ERO Program for employees represented by WCE.

This agenda item also asks for your Board approval of offering the ERO to selected classes in the Department of Transportation and Public Works. A separate resolution must be adopted setting the classes this incentive is being offered for in this department.

Cost:

The cost of this salary incentive will be paid by departments out of existing budget revenues and are partially offset by costs that are mandatory for layoff employees that would not be incurred. There is also an estimated minor impact to the County's retirement unfunded liability that is included in the June 16, 2009 action item.

Attachments: Resolutions, Attachments A, B, Letter of Agreement

On File With Clerk:

CLERK OF THE BOARD USE ONLY

Board Action (If other than "Requested")

Vote:

Background (continued):

Recommendation:

Adopt Concurrent Resolution approving an agreement between the County and Western Council of Engineers, authorizing an Early Retirement Option Program for employees represented by this employee organization, subject to the provisions of the attached ERO program documents, and sets the retirement window period of June 15, 2009 – August 24, 2009.

Adopt Concurrent Resolution approving the offer of the ERO Program to job classifications for the positions identified in Attachment B.