

**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, APPROVING THE LETTER OF UNDERSTANDING BETWEEN THE COUNTY OF SONOMA AND WESTERN COUNCIL OF ENGINEERS, WHICH PROVIDES THE EARLY RETIREMENT OPTION (ERO) PROGRAM, FOR EMPLOYEES REPRESENTED BY WESTERN COUNCIL OF ENGINEERS EFFECTIVE JUNE 16, 2009 TO AUGUST 24, 2009.

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: representatives of the County of Sonoma and the various employee organizations for County employees met and conferred over the ERO Program; and

WHEREAS, the County and Western Council of Engineers agreed to the terms of the ERO Program (Attachment A) and signed the attached agreement; 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

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Sonoma approves the agreement between the County and Western Council of Engineers authorizing and Early Retirement Option Program for employees represented by these employee organizations, subject to the provisions of the attached ERO Program documents, and sets the retirement window period of June 16, 2009- August 24, 2009.

Supervisors:

Brown: Kerns: Zane: Carrillo: Kelley:

Ayes: Noes: Absent: Abstain:

SO ORDERED

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WHEREAS, the County and Western Council of Engineers agreed to the terms of the ERO; and

WHEREAS, the affected department 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 department has identified classifications and number of positions that, if voluntary retirements occurred, the number of involuntary layoffs would be reduced; and

WHEREAS, the listing of classifications in represented 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; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Sonoma authorizes the Early Retirement Option Program 2009-10 for the job classifications and quantities listed on Attachment B, subject to the provisions of the attached ERO Program documents.

Supervisors:

Brown:	Kerns:	Zane:	Carrillo:	Kelley:
Ayes:	Noes:	Absent:	Abstain:	

SO ORDERED