

**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, EXTENDING THE EXISTING EARLY RETIREMENT OPTION PROGRAM END DATE TO OCTOBER 5, 2009 AND INCLUDING ADDITIONAL ELIGIBLE JOB CLASSIFICATIONS, SUBJECT TO THE PROVISIONS OF THE REVISED EARLY RETIREMENT OPTION PROGRAM 2009-10, WITH AN EFFECTIVE PERIOD OF JUNE 16, 2009 TO OCTOBER 5, 2009.

WHEREAS, County departments are facing additional budget shortfalls and have requested an extension of the current Early Retirement Option (ERO) Program to help mitigate the affects of lay offs on County employees, and

WHEREAS, representatives of the County of Sonoma and representatives Service Employees' International Union (SEIU), Local 39, Sonoma County Law Enforcement Association (SCLEA), Sonoma County Law Enforcement Management Association (SCLEMA), and Engineering Scientists of California (ESC) and the Western Council of Engineers (WCE) have previously agreed to the terms and conditions of the current ERO Program Plan 2009-10; and

WHEREAS, the ERO Program 2009-10 was approved by the Board in June 2009, and the revised ERO Program document changes only the window end date of the program, and outlines the incentive payments for the additional retirement periods, and is incorporated into this resolution as Attachment A "Early Retirement Option (ERO) Program 2009-10 (Revised)"; and

WHEREAS, SEIU, Local 39, SCLEA, SCLEMA, ESC and WCE have been notified of the extension period of the ERO Program Plan 2009-10 and have been provided an opportunity to withdraw from the ERO Program if they so choose; and

WHEREAS, County departments have identified additional job classifications in which ERO will mitigate lay offs, and are incorporated by reference to the resolution on Attachment B; and

WHEREAS, the effected departments listed in Attachment B have agreed to terms and requirements of the Early Retirement Program for the listed classifications and positions; 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 authorizes extending the Early Retirement Option Program 2009-10 to October 5, 2009, and including the job classifications and quantities listed on Attachment B in the ERO Program, subject to the provisions of the attached ERO Program documents.

Supervisors:

Brown: Kerns: Zane: Carrillo: Kelley:

Ayes: Noes: Absent: Abstain:

SO ORDERED

**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 TO EXTEND THE EXISTING EARLY RETIREMENT OPTION PROGRAM END DATE TO OCTOBER 5, 2009, AND INCLUDING ADDITIONAL ELIGIBLE JOB CLASSIFICATIONS, SUBJECT TO THE PROVISIONS OF THE REVISED EARLY RETIREMENT OPTION PROGRAM 2009-10, WITH AN EFFECTIVE PERIOD OF JUNE 16, 2009 TO OCTOBER 5, 2009.

WHEREAS, County of Sonoma departments are facing additional budgetary impacts as a result of State and Federal funding changes; and

WHEREAS, County departments have requested an extension of the current Early Retirement Option (ERO) Program to help mitigate additional staff lay offs; and

WHEREAS, the ERO Program was approved by the Board in June 2009, and the revised ERO Program document changes only the end date of the program, and outlines the incentive payments for the additional retirement periods, and is incorporated into this resolution as Attachment A "Early Retirement Option Program 2009-10"; and

WHEREAS, the Board has previously approved participation in the Program for Unrepresented Administrative Management, Department Heads, Unrepresented Confidential, and Unrepresented employees; and

WHEREAS, County departments have identified additional job classifications in which ERO will mitigate lay offs, and are incorporated by reference to the resolution on Attachment B; and

WHEREAS, the effected departments listed in Attachment B have agreed to terms and requirements of the Early Retirement Program for the listed classifications and positions; 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. 95-0926a to authorize extension of the Early Retirement Option Program 2009-10 to October 5, 2009, and including the job classifications and quantities listed on Attachment B in the ERO Program, subject to the provisions of the attached ERO Program documents.

Supervisors:

Brown: Kerns: Zane: Carrillo: Kelley:

Ayes: Noes: Absent: Abstain:

SO ORDERED

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

Date:

RESOLUTION OF THE BOARD OF DIRECTORS OF THE SONOMA COUNTY AGRICULTURAL PRESERVATION AND OPEN SPACE DISTRICT ADOPTING THE EXTENSION OF THE EARLY RETIREMENT OPTION (ERO) PROGRAM TO OCTOBER 5, 2009, AS AMENDED IN SALARY RESOLUTION NO. 95-0926, FOR EMPLOYEES OF SONOMA COUNTY AGRICULTURAL PRESERVATION AND OPEN SPACE DISTRICT, AND INCLUDING ADDITIONAL ELIGIBLE JOB CLASSIFICATIONS, SUBJECT TO THE PROVISIONS OF THE REVISED EARLY RETIREMENT OPTION PROGRAM 2009-10, WITH AN EFFECTIVE PERIOD OF JUNE 16, 2009 TO OCTOBER 5, 2009.

WHEREAS, the Sonoma County Agricultural Preservation and Open Space District employs certain administrative managements and unrepresented employees; and

WHEREAS, the Board of Directors desires to provide salary and benefits of employment that are competitive with other local government employees; and

WHEREAS, the benefits granted to certain Sonoma County employees, as set forth in Salary Resolution No. 95-0926, as amended, and as it may be amended in the future, form a proper basis for competitive benefits granted to employees of the District; and

WHEREAS, District employees are not entitled to any appeal rights under the Sonoma County Grievance Procedure; and

WHEREAS, nothing in this resolution is intended to confer on any employee any rights, benefits or entitlement under Civil Service Commission Rules or to otherwise abrogate their "at will status; and

WHEREAS, County departments have requested an extension of the current Early Retirement Option (ERO) Program to help mitigate additional staff lay offs; and

WHEREAS, the ERO Program was approved by the Board in June 2009, and the revised ERO Program document changes only the end date of the program, and outlines the incentive payments for the additional retirement periods, and is incorporated into this resolution as Attachment A "Early Retirement Option Program 2009-10"; and

WHEREAS, the Board has approved extension of the ERO Program for Unrepresented Administrative Management, Department Heads, Unrepresented Confidential, and Unrepresented employees; 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 Directors of the Sonoma County Agricultural Preservation and Open Space District authorize extension of the Early Retirement Option Program 2009-10 to October 5, 2009, as amended in Salary Resolution No. 95-0926, for its members, subject to the provisions of the attached ERO Program documents.

Supervisors:

Brown: Kerns: Zane: Carrillo: Kelley:

Ayes: Noes: Absent: Abstain:

SO ORDERED