

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: August 25, 2009	Deadline for Board Action: August 25, 2009	
Agenda Short Title: Additional job classifications to be offered the Early Retirement Option (ERO) Program				
Requested Board Action: Concurrent Resolution approving the offer of the ERO Program to additional job classifications for the departments and positions identified herein.				
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 Program for SEIU, ESC, IUOE (Local 39), SCLEA, and SCLEMA 8/4/09 Board approved additional job classifications for ERO eligibility 8/11/09 Board approved extension of the ERO Program window to October 5, 2009 8/11/09 Board approved ERO Program for WCE 8/11/09 Board approved additional job classifications for ERO eligibility				
Alternatives – Results of Non-Approval: An increased number of County employees will be laid off.				

Background:

County departments continue to struggle with budget constraints and recent State funding cuts. In a continuing effort to mitigate the effects of involuntary layoffs on departments and employees, the County authorized an Early Retirement Option Program in June 2009 to encourage voluntary retirements of employees where staffing deletions are occurring. In August, the Board approved extension of the retirement window to October 5, 2009, so that departments could continue to offer the Early Retirement Option as a means to offset the lay off of staff in their departments.

The Early Retirement Option (ERO) program was 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 to take advantage of an early retirement program. An ERO Program is designed to encourage voluntary attrition which will mitigate involuntary layoffs. The approved ERO Program for 2009 includes a sliding payment incentive which is funded through existing resources in affected departments.

ERO incentives may only be offered in job classifications and quantities requested by departments, subject to Program provisions (Attachment A), and approved by the Board of Supervisors. Eligible job classifications must also belong to employee organizations that have signed a Letter of Agreement indicating that their membership is eligible to participate.

The Board has authorized a total of 79 ERO incentives. To date, 40 incentives have been accepted – each one mitigating a layoff of a County employee.

At this time, County departments would like to request that the ERO incentive be approved for the attached job classifications, in the quantities noted, with the continued goal of mitigating the lay off of County employees.

Cost:

The cost of ERO salary incentives are 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.

Recommendation:

Adopt Concurrent Resolution approving the offer of the ERO Program to additional job classifications for the departments and positions identified herein.

Attachments: Resolution, Attachment A (ERO Program Plan, Revised), Attachment B (job classifications)

On File With Clerk:

CLERK OF THE BOARD USE ONLY

Board Action (If other than "Requested")

Vote:
