



# CITY OF LONG BEACH

# R-23

DEPARTMENT OF HUMAN RESOURCES

333 W. Ocean Blvd., 13<sup>th</sup> Floor Long Beach, CA 90802 Tel: 562-570-6304 Fax: 562-570-6107

October 21, 2008

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach  
California

## RECOMMENDATION:

Adopt the attached resolution establishing a retirement incentive for City of Long Beach Miscellaneous (non-Safety) employees in classifications affected by the Fiscal Year 2009 Budget reductions who retire between October 1, 2008 and December 31, 2008. (Citywide)

## DISCUSSION

As part of the City's efforts to reduce the Fiscal Year (FY) 2009 budget and downsize the organization, it is recommended that a retirement incentive be offered to employees in classifications that were affected by FY 2009 Budget reductions. This incentive would add 288 hours, or three years worth of sick leave accruals, to the retiree's unused sick leave account to be used to pay post-retirement health, dental and/or long-term care insurance premiums. The following classifications would be eligible for the retirement incentive: Accounting Clerk, Clerk Typist, Equipment Operator, General Librarian, Department Librarian, Library Clerk, Maintenance Assistant, Diversity and Economic Opportunity Officer, and any other classification the City Manager deems to generate a cost savings from its reduction in the workforce. There are currently fourteen employees in these classifications who are eligible to retire and have indicated their willingness to retire by December 31, 2008 if the incentive is offered.

This retirement incentive would encourage employees to retire and provide a cost savings from the reduction in workforce.

This letter was reviewed by Deputy City Attorney, Christina Checel and Budget Management Officer, Victoria Bell on October 1, 2008.

## TIMING CONSIDERATIONS

Employees eligible for the incentive must service retire by December 31, 2008. Therefore, City Council action is requested on October 21, 2008, so employees will have adequate time to process the necessary retirement documents.

## FISCAL IMPACT

Fourteen eligible employees have indicated their interest in the 2008 Retirement Incentive. The total cost to provide this incentive is estimated at \$100,000 and would be

paid out over a long period of time. Health, dental and long-term care costs are paid from the Employee Benefits Fund (IS 391) in the Citywide Activities Department (XC).

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,

  
SUZANNE R. MASON, DIRECTOR  
DEPARTMENT OF HUMAN RESOURCES

APPROVED:

  
PATRICK H. WEST  
CITY MANAGER

SRM/DH

Attachment

1 RESOLUTION NO.

2  
3 A RESOLUTION OF THE CITY COUNCIL OF THE  
4 CITY OF LONG BEACH APPROVING THE  
5 ESTABLISHMENT OF A RETIREMENT INCENTIVE  
6 PROGRAM FOR MISCELLANEOUS EMPLOYEES WHO  
7 SERVICE RETIRE ON OR BEFORE DECEMBER 31, 2008;  
8 AND AUTHORIZING AND DIRECTING THE CITY  
9 MANAGER TO EXECUTE ANY DOCUMENTATION  
10 NECESSARY TO IMPLEMENT SAID PROGRAM.  
11

12 WHEREAS, it is determined to be in the best interest of the City of Long  
13 Beach and its employees to establish a retirement incentive program for miscellaneous  
14 employees in particular classifications who service retire on or after October 1, 2008, up  
15 to and including December 31, 2008;

16 WHEREAS, this retirement incentive program is available only to  
17 employees who have a minimum of five years of service credit in CalPERS and will be at  
18 least fifty years of age by December 31, 2008;

19 WHEREAS, this retirement incentive program is available to employees in  
20 the classification of Accounting Clerk, Clerk Typist, Equipment Operator, General  
21 Librarian, Department Librarian, Library Clerk, Maintenance Assistant, or Diversity &  
22 Economic Opportunity Officer, or any other classification the City Manager deems to  
23 generate a cost savings from its reduction in the work force;

24 WHEREAS, those miscellaneous employees opting to service retire  
25 between October 1, 2008 and December 31, 2008 will receive three years of sick leave  
26 accruals totaling 288 hours to their respective unused sick leave accounts;

27 WHEREAS, the additional accruals shall only be used to pay for post-  
28 retirement health, dental, and/or long-term care insurance premiums.

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NOW, THEREFORE, the City Council of the City of Long Beach resolves as follows:

Section 1. The City Council hereby approves the establishment of a retirement incentive program granting 288 hours of sick leave accruals to those miscellaneous employees who have at least five years of service credit in CalPERS, are at least fifty years of age by December 31, 2008, are employed in the classification of Accounting Clerk, Clerk Typist, Equipment Operator, General Librarian, Department Librarian, Library Clerk, Maintenance Assistant, or Diversity & Economic Opportunity Officer, or any other classification the City Manager deems to generate a cost savings from its reduction in the work force, and service retire on or after October 1, 2008, up to and including December 31, 2008.

Section 2. The City Manager or his designee is hereby authorized to execute any and all documentation necessary to implement said incentive program.

Section 3. This resolution shall take effect immediately upon its adoption by the City Council and the City Clerk shall certify the vote adopting this resolution.

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of \_\_\_\_\_, 2008 by the following vote:

Ayes: Councilmembers: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Noes: Councilmembers: \_\_\_\_\_

\_\_\_\_\_

Absent: Councilmembers: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

City Clerk