



Legislation Text

File #: 08-1097, **Version:** 1

Recommendation to adopt 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)

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.

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.

Fourteen eligible employees have indicated their interest in the 2008 Retirement Incentive. The total cost to provide this incentive is estimated at \$1 00,000 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).

Approve recommendation.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH APPROVING THE ESTABLISHMENT OF A RETIREMENT INCENTIVE PROGRAM FOR MISCELLANEOUS EMPLOYEES WHO SERVICE RETIRE ON OR BEFORE DECEMBER 31, 2008; AND AUTHORIZING AND DIRECTING THE CITY MANAGER TO EXECUTE ANY DOCUMENTATION NECESSARY TO IMPLEMENT SAID PROGRAM.

SUZANNE R. MASON, DIRECTOR
DEPARTMENT OF HUMAN RESOURCES

APPROVED:

PATRICK H. WEST
CITY MANAGER