



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST (revised 09/22/08)

REVISED

Board Clerk Use Only

Meeting Date: 03/12/09
Agenda Item #: R-6
Est. Start Time: 9:55 AM
Date Submitted: 03/06/09

Agenda Title: RESOLUTION Establishing A Retirement Incentive Program and Authorizing The Chair To Negotiate With Appropriate Bargaining Agents and Implement the Program

Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title sufficient to describe the action requested.

Requested Meeting Date: March 12, 2009 **Amount of Time Needed:** 15 minutes
Department: Chair's Office **Division:** _____
Contact(s): Jana McLellan, Chief Operating Officer and Travis Graves, HR Director
Phone: 503.988.6134 **Ext.** 86134 **I/O Address:** 503/400
Presenter(s): Sheriff Skipper, Larry Aab, Mindy Harris, and Travis Graves

General Information

1. What action are you requesting from the Board?

- A. Establish a voluntary Retirement Incentive Program.
- B. Authorize the Chair to negotiate with appropriate bargaining agents and implement a Retirement Incentive Program that will be funded by employer contributions that do not exceed department or county budgets.
- C. Delegate to the Chair the right to modify or discontinue the Retirement Incentive Program at the Chair's discretion and in accordance with the plan documents.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

The County is experiencing significant reductions in revenue and is anticipating that the state legislature's additional budget cuts will greatly impact the County's current and future year's budgets.

Establishing a voluntary retirement incentive program would:

- encourage higher cost employees to retire;
- reduce the need for layoffs and the adverse impact on County services and associated training costs;
- be in the best interest of the County and its employees.

A pilot program is under development for implementation in the Multnomah County Sheriff's Office. The program is initially being limited to sworn employees of the Sheriff's Office, primarily due to the significant training expenses already incurred for newer employees. In addition, the State Department of Public Safety Standards and Training has limited their training and certification programs to twice annually, which significantly impacts the County's ability to provide training to new employees in the future. Retaining recently trained employees will protect the County's investment in training as well as protect the County's ability to manage training requirements resulting from normal attrition.

Following completion of the pilot project, the Chair will then evaluate other retirement incentive options across the county and based on this analysis may implement additional plans.

3. Explain the fiscal impact (current year and ongoing).

The goal of this program is to save the county money. The pilot plan currently under development includes approximately 60 employees in the Multnomah County Sheriff's Office. If all employees who are eligible accept the incentive, the county could reduce personnel expenses by as much as \$250,000 in the first year and up to \$3.5 million over a three year period.

4. Explain any legal and/or policy issues involved.

The Multnomah County Chair is the CEO and personnel officer of the county and must execute the policies of the Board and ordinances of the County (Charter section 6.10). Under Multnomah County Code 9.160 (A) states: "The Chair must maintain a compensation plan. The compensation plan revisions are subject to approval of the Board if costs of the revision exceed department or county budgets, or if the revisions are subject to negotiation with appropriate bargaining agents under state law."

5. Explain any citizen and/or other government participation that has or will take place.

N/A

Required Signature

Elected Official or
Department/
Agency Director:



Date: 03/06/09