

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 09-028

Establishing a Retirement Incentive Program and Authorizing the Chair to Negotiate with Appropriate Bargaining Agents and Implement the Program

The Multnomah County Board of Commissioners Finds:

- a. 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). MCC 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.”

- b. 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.
- c. 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.

The Multnomah County Board of Commissioners Resolves:

1. The County will establish a voluntary Retirement Incentive Program that may consist of a number of different plans for represented and nonrepresented employees.
2. The Chair will negotiate with appropriate bargaining agents and implement the Retirement Incentive Program that will be funded by employer contributions that do not exceed department or county budgets.

3. The Board delegates to the Chair the right to modify or discontinue the Retirement Incentive Program at the Chair's discretion and in accordance with plan documents.

ADOPTED this 12th day of March, 2009.



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON



Ted Wheeler, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By



Agnes Sowle, County Attorney

SUBMITTED BY:

Ted Wheeler, Multnomah County Chair