




COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Employee and Public Services Department

DATE: April 15, 2003

BOARD MEETING DATE: April 22, 2003

TO: Honorable Board of Supervisors
FROM:  Mary Welch, Employee and Public Services Director
SUBJECT: Early Retirement in Lieu of Layoffs

Recommendation

Adopt a resolution enacting Section 31641.04 of the Government Code enabling otherwise eligible employees in the classification of Information Technology Manager in the Sheriff's Office to select an early retirement option to reduce staff as an alternative to the layoff of employees.

Background

Government Code Section 31641.04 permits members of the County Employees' Retirement System to receive two additional years of service credits toward retirement under conditions established by the Board of Supervisors. This code section was enacted on a broad basis in 1988 as a result of curtailment of services and changes in the manner of services. By invoking this code section the number of layoffs as a result of the cost savings was reduced. Since that time, your Board has periodically adopted resolutions that allowed employees in various departments to select the early retirement option to reduce costs and prevent employees from being laid off as a result of the cost cutting.

Discussion

As a result of organizational changes the Sheriff's Office anticipates eliminating a filled position. Exercising an early retirement option will prevent lay-offs. We are recommending that the early retirement option be implemented for the classification of Information Technology Manager in the Sheriff's Office.

Fiscal Impact

Long term employees who elect this option will benefit by receiving an additional two years of service credit in the calculation of pension benefits, which will increase the pension benefit by approximately 3.5%.

Vision Alignment

This item keeps the commitment of responsive, effective and collaborative government through goal number 20: Government decisions are based on careful consideration of future impact, rather than temporary relief or immediate gain.

- c Don Horsley
Nancy Hetrick
Sid McCausland