

Agenda Report

DATE: November 23, 1998

TO: City Council

FROM: City Manager

SUBJECT: Resolution to Grant Two Year Retirement Service Credit

RECOMMENDATION

It is recommended that the City Council adopt the attached Resolution to Grant Two Years Additional Service Credit for one employee who will be displaced from the Inspection Supervisor position in the Planning and Permitting Department. The designated window period during which the retirement may occur will be November 24, 1998 through March 24, 1999.

BACKGROUND

Government Code Section 20903.5 allows extra service credit to be purchased for employees who retire due to impending mandatory transfer, demotion, or layoff resulting from curtailment of or change in the manner the agency provides services.

PERS requires contracting agencies to designate a period between 60 and 120 days in length during which such retirements may occur in designated classifications and organizational units. Eligibility for such service credit extends only to employees of retirement age who have at least ten years of service credit at the time of retirement. Additionally, the City must certify at the time of the contract amendment that its intention in granting such service credit is that the position remains unfilled for at least five years, resulting in an overall reduction in the work force of the affected organization.


All of these conditions will be met upon deletion of the position to which this service credit is granted in the classification designated above.

FISCAL IMPACT


The cost of a two year service credit for the employee in the Inspection Supervisor position will be \$30,007.

The total annual salary and benefit cost savings in succeeding years will be realized through the elimination of this position. The projected annual savings for the Planning and Permitting Department is \$74,314.

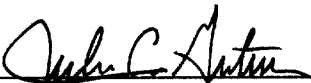
Respectfully submitted,


CYNTHIA J. KURTZ
City Manager

Approved by:


GALE E. HARRISON
Director of Human Resources

Concurrence:


Jay M. Goldstone
Director of Finance