

CITY OF OAKLAND
AGENDA REPORT

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2009 JUN -3 PM 10:36

TO: Office of the City Administrator
ATTN: Dan Lindheim
FROM: Office of Personnel Resource Management
DATE: June 16, 2009

RE: Notice of Intent and Resolution Authorizing Two Years of Additional Service Credit to Specific Local Miscellaneous Employees Classifications Under California Government Code Section 20903; And Public Notice of Costs Associated with the Program as Proposed

SUMMARY

On May 5, 2009, Council approved a prescribed Resolution of Intention and companion Ordinance authorizing the City to amend its contract with the California Public Employees' Retirement System (CalPERS), thereby creating the opportunity for the City to provide the optional benefit of two years additional service credit (the "Retirement Incentive Program") for local miscellaneous members and local safety members. California Government Code Section 20903 allows contracted agencies to provide two additional years of service credit to members who retire during a designated window period because of impending mandatory transfers, layoffs or demotions.

A second reading of the Ordinance amending the City's contract with CalPERS took place at the June 2, 2009 regular Council meeting and the contract was amended effective June 3, 2009.

Throughout its discussions, Council has only considered offering the Retirement Incentive Program to the City's miscellaneous employee groups and at this time is not considering offering it to employees in its Public Safety groups.

This report presents three options of employee classifications to which the Retirement Incentive Program can be offered. **Option A** includes all classifications in which there are currently retirement-eligible employees; **Option B** includes only those classifications for which departments have identified the opportunity for greater than 30% savings if employees in those classifications retire through the program; and **Option C** includes only those classifications for which every position vacated by a retirement can be kept vacant, thereby yielding 100% savings. *Attachment A* provides a detailed cost analysis of each of these options. *Attachments B, C, and D* provide detailed lists of the classifications for Options A, B, and C, respectively.

Prior to opening the retirement window period, Government Code Sections 7507 and 20903 require several actions, described in the Key Issues and Impacts section of this report.

FISCAL IMPACT

The estimated costs and savings disclosed at this public meeting are displayed in two ways: 1) the maximum present value to fund this benefit if all eligible employees were to apply for

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retirement during the designated period and associated savings; and 2) the estimated costs and savings based on employees likely to participate (estimated at twenty percent of the eligible population). The actual costs and savings of offering the Retirement Incentive Program can only be calculated accurately after the close of the window period during which the benefit is offered. **Attachment A** provides a detailed cost analysis of each of the three options under consideration.

The cost for each eligible employee varies depending on the individual's age and pay rate. The actual cost is calculated by multiplying the annual salary for each eligible employee by the cost factors noted below:

Age Range	CalPERS Estimated Cost Factor (Local Miscellaneous)
50-54	0.65
55-59	0.72
60-64	0.66
65+	0.59

BACKGROUND

The Board of Administration, California Public Employees' Retirement System (CalPERS) and the City of Oakland entered into a contract effective September 1, 1970 making its employees members of CalPERS for retirement benefits and services.

Certain optional benefits may be added to the City's contract with CalPERS by amendment to the contract. California Government Code Section 20903, Two Years Additional Service Credit, is an optional benefit an agency may provide through a contract amendment. This benefit allows members to retire during a designated window period because of impending mandatory transfer, layoff, or demotions and receive two additional years of service credit at no cost to the member and if certain conditions are met.

This report presents three options of employee classifications to which the Retirement Incentive Program can be offered. **Option A** includes all classifications in which there are currently retirement-eligible employees; **Option B** includes only those classifications for which departments have identified the opportunity for greater than 30% savings if employees in those classifications retire through the program; and **Option C** includes only those classifications for which every position vacated by a retirement can be kept vacant, thereby yielding 100% of the possible savings.

KEY ISSUES AND IMPACTS

After the contract is amended and prior to opening the retirement window period, Government Code Sections 7507 and 20903 require several actions be taken.

1. Government Code Section 7507 requires that the future costs of changes in retirement benefits, as determined by an actuary, shall be made public at a public meeting at least two weeks prior to the adoption of the Resolution authorizing the window period.
2. Government Code Section 20903 requires the City to certify:
 - a. The job classification(s), department(s), or unit(s) eligible for the benefit. Three options are presented for the City Council:

Option A - all classifications in which there are currently retirement-eligible employees (835 eligible participants);

Option B - only those classifications for which departments have identified the opportunity for greater than 30% savings if employees in those classifications retire (489 eligible participants);

Option C - only those classifications for which every position vacated by a retirement can be kept vacant (70 eligible participants);
 - b. The designated time period during which an eligible member must retire to receive the additional service credit (90 to 180 days);
 - c. That the best interests of the City will be served by granting such additional service credit because of an impending curtailment of, or change in the manner of performing service; and
 - d. That the added cost to the retirement fund for all eligible employees who retire during the designated window period will be included in the City's employer contribution rate for the fiscal year that begins two years after the end of the designated window period; and
 - e. That the City has elected to participate in accordance with Section 20903 because of impending mandatory transfers, demotions and layoffs that constitute at least one percent (1%) of the designated job classification, department or an organizational unit as designated by the Council;
 - f. The City's intention is to keep all vacancies created by retirements under this section, or at least one vacancy in any classification or job title in any department or other organizational unit, permanently unfilled thereby resulting in an overall reduction in the workforce of such department or organizational unit; and
 - g. That any employee who receives any unemployment insurance payments during the specified period will not be eligible to receive additional service credit.

On June 30, 2009, the Director of Personnel will bring to the City Council, a recommendation to adopt a resolution that would provide additional service credit for eligible employees in specific departments and/or classifications who retire during a designated window period as listed in the attachment corresponding to the option selected by the Council.

The Director of Human Resources has already begun planning the steps that will be taken to assist departments with replacement planning and job restructuring where needed. Details will be provided in a follow-up report to the Finance Committee on July 14, 2009.

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Implementation Timeline

The remaining steps in the timeline to implement the Retirement Incentive Program are follows:

- June 16 Present at a public meeting positions eligible for two years additional service credit and associated costs
- June 30 Adopt CalPERS Resolution of Intention to open window period
- July 1 Open window for no less than 90 days and no more than 180 days

SUSTAINABLE OPPORTUNITIES

There are no direct economic, environmental, or social equity opportunities resulting from this action.

DISABILITY AND SENIOR CITIZEN ACCESS

The proposed action does not impact disability and senior citizen access.

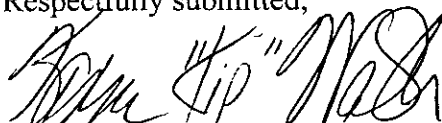
RECOMMENDATION(S) AND RATIONALE

Staff recommends that the City Council adopt a Resolution to designate the specific classifications to be offered two years additional service credit under California Government Code Section 20903 and associated costs.

ACTION REQUESTED OF THE CITY COUNCIL

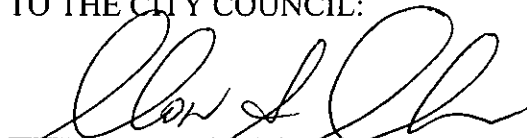
The City Council must select one of the three options presented for consideration and adopt the Resolution authorizing the CalPERS Two Years Additional Service Credit to those eligible employees in the selected classifications.

Respectfully submitted,

for 
Wendell Pryor, Director
Office of Personnel Resource Management

Prepared by: Yvonne S. Hudson, HR Manager
Retirement and Benefits

APPROVED AND FORWARDED
TO THE CITY COUNCIL:


Office of the City Administrator

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**RETIREMENT INCENTIVE PROGRAM OPTIONS
COSTS AND SAVINGS**

Attachment A

STRUCTURED REFILLING OF POSITIONS	FY09/10	FY10/11	FY11/12	3-YEAR SAVINGS
	OPTION A (835 Eligible/168 Participants)			
Budgetary Savings	4,114,241	5,485,655	5,485,655	
Annual Cost	0	0	(605,865)	
Yearly Savings	4,114,241	5,485,655	4,879,790	14,479,686
OPTION B (489 Eligible/98 Participants)				
Budgetary Savings	3,511,737	4,682,316	4,682,316	
Annual Cost	0	0	(358,702)	
Yearly Savings	3,511,737	4,682,316	4,323,615	12,517,668
OPTION C (70 Eligible/14 Participants)				
Budgetary Savings	1,125,446	1,500,595	1,500,595	
Annual Cost	0	0	(47,155)	
Yearly Savings	1,125,446	1,500,595	1,453,440	4,079,481
ALL POSITIONS KEPT VACANT				

CALCULATIONS			
	Option A	Option B	Option C
# Employees	835	489	70
Salaries	60,869,475	36,253,498	4,765,912
Benefits Burdening	34,957,339	20,820,384	2,736,993
Total Sav	95,827,649	57,074,371	7,502,975
Est Tot Cost	39,869,506	23,746,041	3,121,672
Annual Pay	3,011,292	1,793,508	235,776
New Rate	0.0167	0.0099	0.0013
Likely Participants (20%)	168	98	14
Salaries	12,246,793	7,250,700	953,182
Burdened	7,033,333	4,164,077	547,413
Total Sav	19,280,126	11,414,776	1,500,595
STRUCTURED REFILLING			
30 VACANT	3,442,880	3,442,880	<i>Not Applicable</i>
40 UNDERFILL	918,101	918,101	
BALANCE FILL	1,124,674	321,335	
TOTAL SAVINGS	5,485,655	4,682,316	
Est Total Cost	8,021,649	4,749,208	624,334
Annual Payment	605,865	358,702	47,155
New Rate	0.0034	0.0020	0.0003

**RETIREMENT INCENTIVE PROGRAM
OPTION A**

ATTACHMENT B

CLASSIFICATIONS	
Account Clerk III	Construction Inspector (Field)
Accountant I	Construction Inspector Sup (Field)
Accountant I	Construction Inspector, Sr (Field)
Accountant II	Construction Inspector, Sr (Office)
Accountant III	Construction Inspector, Sup II
Accounting Supervisor	Contract Compliance Office Asst
Accounting Technician	Contract Compliance Officer
Admin Assistant to the Mayor	Controller, Assistant
Administrative Analyst I	Cook III
Administrative Analyst II	Criminalist III
Administrative Assistant I	Crossing Guard, PPT
Administrative Assistant II	Curator of Aquatic Biology, Assoc
Administrative Assistant II (CONF)	Curator of Art, Chief
Administrative Services Manager I	Curator of Art, Senior, PPT
Administrative Services Manager II	Curator of Education, Chief
Arboricultural Inspector	Curator of History, Associate
Architectural Associate (Field)	Curator of History, Chief
Assist Director, Pub Works Agency	Custodial Services Supervisor I
Assist to the City Administrator	Custodian
Assistant Fire Marshal-Non Sworn	Custodian, PPT
Auto Equipment Mechanic	Database Administrator
Auto Equipment Painter	Deputy City Attorney III
Benefits Analyst	Deputy City Attorney IV
Benefits Representative	Deputy City Attorney V
Blacksmith Welder	Deputy Director, Housing
Budget & Operations Analyst III	Deputy Director/Building Official
Cable TV Operations Chief Engineer	Deputy Director/City Planner
Cable TV Producer	Development/Redevelopment Pgrm MGR
Cable TV Station Manager	Director of Human Services
Carpenter	Director of Library Services
Case Manager II	Director of Personnel Res Mgmt
Case Manager, Supervising	Disability Benefits Coordinator
Cashier	Drafting Technician, Int (Office)
Chief Conservator	Early Childhood Center Director
Chief of Party	Early Childhood Instructor
City Architect, Assistant	Electrical Engineer II
City Attorney, Assistant	Electrical Engineer III
City Council PSE-51	Electrical Painter
City Councilmember's Assistant	Electrical Supervisor
Claims Investigator II	Electrician
Claims Investigator III	Electro-Mechanical Machinist
Clean Community Supervisor	Electronics Technician
Collections Officer	Emer Medical Svcs Coordinator
Community Dev Prgm Coordinator	Emergency Planning Coordinator
Complaint Investigator II	Employee Assist Svcs Coordinator
Concrete Finisher	Employment Services Supervisor
Construction & Maintenance Mechanic	Engineer, Assistant II (Office)
Construction & Maintenance Supv I	Engineer, Civil (Office)

**RETIREMENT INCENTIVE PROGRAM
OPTION A**

ATTACHMENT B

CLASSIFICATIONS

Engineer, Civil Supv (Office)	Irrigation Repair Specialist
Engineer, Civil Supv (Office)	Job Developer
Engineer, Transportation Supv	Legal Admin Assistant, Supervising
Engineering Technician II (Office)	Legal Administrative Assistant
Environmental Services Intern	Legal Support Supervisor
Equal Opportunity Specialist	Librarian I
Equipment Parts Technician	Librarian II
Equipment Services Superintendent	Librarian II, PPT
Equipment Supervisor	Librarian, Senior
Exec Asst to Agency Director	Librarian, Supervising
Exec Asst to Asst City Attorney	Librarian, Supervising PPT
Exec Dir to Public Ethics Comm	Library Aide
Executive Assistant	Library Aide, PPT
Facility Security Assistant	Library Assistant
Facility Security Assistant, PPT	Library Assistant, Senior
Family Advocate	Library Asst, PPT
Financial Analyst	Literacy Assistant, Senior
Fire Communications Dispatcher	Litter/Nuisance Enforcement Officer
Fire Communications Dispatcher, Sr	Loan Servicing Administrator
Fire Communications Supervisor	Loan Servicing Specialist
Fire Prevent Bureau Inspect, Civil	Maintenance Mechanic
Fire Protection Engineer	Management Assistant
Fire Safety Education Coordinator	Manager, Building Services
Fire Suppression District Inspector	Manager, Crime Laboratory
Food Service Worker	Manager, Equipment Services
Gardener Crew Leader	Manager, Information Systems
Gardener II	Manager, Inspection Services
Graphics Design Coordinator	Manager, Legal Admin Services
Greenskeeper	Manager, Real Estate Services
Hazardous Materials Inspector II	Manager, Revenue
Head Start Driver Courier	Manager, Senior Services
Head Start Nutrition Coordinator	Mayor's PSE 14
Headstart Program Coordinator	Microcomputer Systems Spec III
Hearing Officer	Microcomputer Systems Specialist I
Heavy Equipment Mechanic	Microcomputer Systems Specialist II
Heavy Equipment Operator	Monitoring & Evaluation Supervisor
Heavy Equipment Service Worker	Museum Curatorial Specialist
Heavy Equipment Supervisor	Museum Guard
Housing Development Coordinator III	Museum Interpretive Specialist, Art
Human Res Operations Tech, Senior	Museum Project Coordinator
Human Res Operations Technician	Museum Security Guard IV
Human Res Systems Analyst, Senior	Neighborhood Services Coordinator
Human Resource Analyst, Principal	Office Assistant II
Human Resource Oper Supervisor	Office Manager
Human Resource Technician	Open Government Coordinator
Information Systems Supervisor	Operations Support Specialist
Irrigation Repair Specialist	Painter
Job Developer	Paralegal

**RETIREMENT INCENTIVE PROGRAM
OPTION A**

ATTACHMENT B

CLASSIFICATIONS

Park Attendant, PPT	Recreation Specialist II, PPT
Park Equipment Operator	Recreation Supervisor
Park Supervisor I	Recycling Specialist
Parking Control Technician	Registrar
Parking Control Technician, PPT	Rehabilitation Advisor III
Parking Enforcement Supervisor I	Rehabilitation Paint Technician
Parking Meter Collector	Reproduction Offset Operator
Parking Meter Repair Worker	Revenue Assistant
Parkland Resources Supervisor	Revenue Collections Supervisor
Payroll Personnel Clerk III	Revenue Operations Supervisor
Performance Audit Manager	Senior Center Director
Permit Technician II	Senior Services Supervisor
Planner II, Design Review	Sewer Maintenance Leader
Planner III, Historic Preservation	Sewer Maintenance Worker
Planner IV	Sign Maintenance Worker
Plumber	Special Counsel
Police Communications Dispatcher	Specialty Combination Insp, Senior
Police Communications Supervisor	Specialty Combination Inspector
Police Evidence Technician	Stationary Engineer
Police Property Specialist	Storekeeper II
Police Records Specialist	Storekeeper III
Police Records Supervisor	Street Maintenance Leader
Police Services Technician II	Street Sweeper Operator
Preparator	Support Services Supervisor
Principal Inspection Supv	Surveying Technician, Sr (Field)
Process Coordinator II	Systems Accountant III
Process Coordinator III	Systems Analyst I
Program Analyst I	Systems Analyst III
Program Analyst I, PPT	Systems Programmer III
Program Analyst II	Tax Auditor II
Program Analyst II, PPT	Tax Enforcement Officer II
Program Analyst III	Tax Representative II
Project Manager	Telecommunication Systems Engineer
Project Manager II	Telephone Services Specialist
Project Manager II	Traffic Engineering Tech, Senior (O)
Project Manager III	Traffic Painter
Public Service Employee 51	Training & Public Svcs Admin
Public Service Representative	Tree High Climber
Public Works Maintenance Worker	Tree Trimmer
Public Works Operations Manager	Tree Worker Driver
Public Works Supervisor I	Urban Economic Analyst III
Real Estate Agent	Urban Economic Analyst IV, Projects
Real Estate Agent, Supervising	Urban Economic Coordinator
Receptionist	Zoo Keeper
Recreation Center Director	
Recreation General Supervisor	
Recreation Leader II, PPT	
Recreation Specialist I, PPT	

**RETIREMENT INCENTIVE PROGRAM
OPTION B**

ATTACHMENT C

ELIGIBLE CLASSIFICATIONS	
Account Clerk III (FMA & CEDA only)	Equipment Services Superintendent
Accountant I (PWA & CEDA only)	Equipment Supervisor
Accountant II	Exec Asst to Agency Director (PWA & FMA only)
Accountant III	Exec Asst to Agency Director
Accounting Supervisor	Executive Assistant (Library only)
Accounting Technician	Facility Security Assistant
Admin Assistant to the Mayor	Facility Security Assistant, PPT
Administrative Analyst I	Fire Prevent Bureau Inspect, Civil
Administrative Analyst I	Fire Protection Engineer
Administrative Analyst II	Fire Safety Education Coordinator
Administrative Assistant I	Gardener Crew Leader (OPR & PWA only)
Administrative Assistant II	Gardener II
Administrative Assistant II.(CONF)	Greenskeeper
Administrative Services Manager I	Hazardous Materials Inspector II
Assistant Fire Marshal-Non Sworn	Heavy Equipment Mechanic
Auto Equipment Mechanic	Heavy Equipment Service Worker
Auto Equipment Painter	Human Res Operations Tech, Senior
Benefits Analyst	Human Res Operations Technician
Benefits Representative	Human Res Systems Analyst, Senior (FMA & DIT only)
Blacksmith Welder	Human Resource Analyst, Principal
Budget & Operations Analyst III	Human Resource Oper Supervisor
Carpenter	Human Resource Technician
Cashier	Information Systems Supervisor
City Architect, Assistant	Irrigation Repair Specialist
City Council PSE-51	Job Developer
Claims Investigator II	Legal Admin Assistant, Supervising
Claims Investigator III	Legal Administrative Assistant
Clean Community Supervisor	Legal Support Supervisor
Collections Officer	Librarian I
Concrete Finisher	Librarian II
Construction & Maintenance Mechanic	Librarian II, PPT
Construction & Maintenance Supv I	Librarian, Senior
Construction Inspector (Field)	Librarian, Supervising
Contract Compliance Office Asst	Librarian, Supervising PPT
Contract Compliance Officer	Library Aide
Criminalist III	Library Aide, PPT
Crossing Guard, PPT	Library Assistant
Custodial Services Supervisor I	Library Assistant, Senior
Custodian	Library Asst, PPT
Deputy City Attorney III	Literacy Assistant, Senior
Deputy City Attorney IV	Maintenance Mechanic
Electronics Technician	Management Assistant (OFD & CEDA only)
Emer Medical Svcs Coordinator	Manager, Information Systems
Employee Assist Svcs Coordinator	Manager, Senior Services
Engineer, Assistant II (Office)	Mayor's PSE 14
Engineer, Civil Supv (Office)	Microcomputer Systems Spec III
Environmental Services Intern	Microcomputer Systems Specialist II
Equipment Parts Technician	Museum Guard (PWA only)
Museum Project Coordinator	Storekeeper III
Neighborhood Services Coordinator	Street Sweeper Operator
Office Assistant II	Support Services Supervisor

**RETIREMENT INCENTIVE PROGRAM
OPTION B**

ATTACHMENT C

ELIGIBLE CLASSIFICATIONS

Office Manager (OFD only)	Support Services Supervisor
Operations Support Specialist	Systems Analyst I
Painter	Systems Analyst III
Paralegal	Systems Programmer III
Park Attendant, PPT	Tax Auditor II
Parking Control Technician	Tax Enforcement Officer II
Parking Control Technician, PPT	Tax Representative II
Parking Meter Repair Worker	Telecommunication Systems Engineer
Parkland Resources Supervisor	Telephone Services Specialist
Payroll Personnel Clerk III	Training & Public Svcs Admin
Payroll Personnel Clerk III	Tree High Climber
Performance Audit Manager	Tree Trimmer
Plumber	Tree Worker Driver
Police Evidence Technician	Zoo Keeper
Police Property Specialist	
Police Records Specialist	
Police Services Technician II	
Program Analyst I	
Program Analyst II	
Program Analyst II	
Program Analyst II	
Program Analyst II, PPT	
Program Analyst III	
Program Analyst III	
Project Manager	
Project Manager	
Project Manager II	
Project Manager III	
Public Service Employee 51	
Public Service Representative (CEDA, City Atty, OPR, PWA only)	
Public Works Supervisor I	
Real Estate Agent, Supervising	
Receptionist (Contracting & Purchasing only)	
Recreation Leader II, PPT	
Recreation Specialist I, PPT	
Recreation Specialist II, PPT	
Recreation Supervisor	
Recycling Specialist	
Registrar	
Reproduction Offset Operator	
Sewer Maintenance Leader	
Sewer Maintenance Worker	
Specialty Combination Inspector	
Stationary Engineer	
Storekeeper II (FMA only)	


**RETIREMENT INCENTIVE PROGRAM
OPTION C**

ATTACHMENT D

ELIGIBLE CLASSIFICATIONS AND DEPARTMENTS
Accountant II (FMA only)
Accountant III (FMA & OPD only)
Accounting Supervisor (FMA only)
Administrative Analyst II (OPD only)
Administrative Assistant I (DHS & OPD only)
Crossing Guard, PPT
<i>Emergency Planning Coordinator</i>
Fire Suppression District Inspector
Human Res Systems Analyst, Senior (DIT only)
<i>Human Resource Analyst, Principal (Personnel only)</i>
Information Systems Supervisor (DIT only)
Microcomputer Systems Spec III (DIT only)
Microcomputer Systems Specialist II (DIT only)
Neighborhood Services Coordinator
Office Assistant II (OPD & OFD only)
Office Assistant II
Parking Meter Repair Worker
Police Services Technician II
Program Analyst III (OPD only)
Project Manager (PWA and DIT only)
Project Manager
Project Manager III (DIT only)
Public Service Representative (OPR only)
Receptionist (DCP only)
Reproduction Offset Operator (OPD only)
Senior Center Director
Storekeeper II (FMA only)
Systems Analyst III (DIT only)
Tax Representative II
Telecommunication Systems Engineer
Zoo Keeper

FILED
OFFICE OF THE CITY CLERK
OAKLAND

OAKLAND CITY COUNCIL


City Attorney

2009 JUN -3 PM 10:41

RESOLUTION No. _____ C.M.S.

Introduced by Councilmember _____

RESOLUTION AUTHORIZING TWO YEARS OF ADDITIONAL SERVICE CREDIT TO SPECIFIC LOCAL MISCELLANEOUS EMPLOYEES CLASSIFICATIONS UNDER CALIFORNIA GOVERNMENT CODE SECTION 20903; AND PUBLIC NOTICE OF COSTS ASSOCIATED WITH THE PROGRAM AS PROPOSED

WHEREAS, the Board of Administration, California Public Employees' Retirement System (CalPERS) and the City of Oakland entered into a contract effective September 1, 1970 making its employees members of CalPERS for retirement benefits and services.

WHEREAS, certain optional benefits may be added to the City's contract with CalPERS by amendment to the contract.

WHEREAS, the City Council of the City of Oakland adopted a Resolution and Ordinance authorizing an amendment to the contract between the City of Oakland and the Board of Administration of the California Public Employees' Retirement System (CalPERS) that authorizes California Government Code Section 20903, Two Years Additional Service Credit for Local Miscellaneous and Local Safety members on June 3, 2009.

WHEREAS, the City Council has elected to offer the Retirement Incentive Program to the City's miscellaneous employee groups only.

WHEREAS, Prior to opening the retirement window, Government Code Sections 7507 requires that the future costs of changes in retirement benefits as determined by an actuary, shall be made public at a public meeting at least two weeks prior to the adoption of the Resolution authorizing the window period, now, therefore be it

RESOLVED: That the City Council has elected to offer the Two Years Additional Service Credit benefit to _____ positions at an annual cost of _____ for up to 20 years as detailed in _____ attached; and be it

FURTHER RESOLVED: That the final cost for the Retirement Incentive Benefit will be calculated after the close of the window period during which the benefit is offered and a tally is reached on actual participation.

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 20_____

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, DE LA FUENTE, KAPLAN, KERNIGHAN, NADEL, QUAN, REID, and PRESIDENT BRUNNER

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____

LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California