

CITY OF OAKLAND
AGENDA REPORT

2009 JUL 23 PM 3: 39

TO: Office of the City Administrator
ATTN: Dan Lindheim
FROM: Department of Human Resources Management
DATE: July 28, 2009

RE: **Informational Report on the Resolution Authorizing the City Administrator to Implement a Restricted Policy for Filling Positions Vacated As a Result of Retirements Under the California Employees' Retirement System (CalPERS) Two Years Additional Service Credit Program ("Golden Handshake") in Order to Achieve the Level of Savings Anticipated in the City of Oakland Adopted Budget for Fiscal Years 2009-2011**

SUMMARY

This informational report provides data regarding the number of employees who applied for retirement under the California Employees' Retirement System (CalPERS) Two Years Additional Service Credit Program ("Golden Handshake") as of July 17, 2009. Staff will report on the full impact of the program after the application window closes on September 30, 2009. The final report will be presented at the October 13, 2009 Finance and Management Committee.

FISCAL IMPACT

When the Retirement Incentive Program was presented and authorized, staff anticipated that 20% of the 489 eligible employees would retire under the program. It is anticipated that 98 employees (20%) will retire with Two Years Additional Service Credit by the September 30, 2009 deadline. The Fiscal Year 2009-2011 budget assumes that the program will generate \$2,265,812 in General Purpose Fund savings each year. The total expected savings from all funds is \$3,511,737 for FY 2009-10 and \$4,682,316 in FY 2010-11.

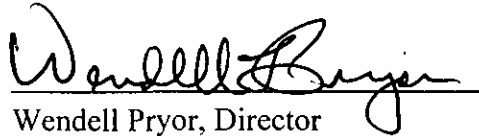
As of July 17, 2009, 56 employees have submitted applications for retirement. For these 56 employees, if all of the positions are kept vacant, savings to the General Fund are estimated to be \$1,410,441 and savings to all other funds are estimated to be \$2,596,566 in FY 2009-2010. If the positions are filled with lesser classifications with savings of 20% for all of the positions, the savings to the General Fund are estimated to be \$282,088 and savings to all other funds are estimated to be \$519,313 in FY 2009-2010. *Attachment A* provides a list of the specific positions and their associated savings.

Item: _____
City Council
July 28, 2009

ACTION REQUESTED OF THE CITY COUNCIL

Staff requests that City Council accept this informational report regarding the potential cost-savings expected to result from implementation of the CalPERS Two Years Additional Service Credit Program.

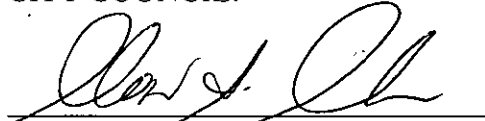
Respectfully submitted,



Wendell Pryor, Director
Department of Human Resources Management

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

APPROVED AND FORWARDED TO THE
CITY COUNCIL:


Office of the City Administrator

**CALPERS TWO-YEARS ADDITIONAL SERVICE CREDIT PROGRAM PARTICIPANTS
JULY 1 - SEPTEMBER 30, 2009**

CLASSIFICATION	DEPT	RETIRE DATE	GPF SAVINGS (FY10 Adjusted per Retire Date)		OTHER FUND SAVINGS (FY10 Adjusted per Retire Date)	
			FY10	FY11	FY10	FY11
Accountant III	OPD	7/31/2009				
Administrative Assistant I	PWA	7/2/2009				
Assistant City Architect	PWA	7/4/2009				
Custodian	PWA	9/30/2009				
Deputy City Attorney IV	OCA	7/16/2009				
Gardener	PWA	7/4/2009				
Gardener	PWA	9/26/2009				
Principal HR Analyst	HR	9/2/2009				
Project Manager III	PWA	7/4/2009				
Supervising Civil Engineer	PWA	9/30/2009				
Public Service Employee 14	CAO	8/29/2009	93,520	96,410	0	0
Account Clerk III	CEDA	8/30/2009	0	0	57,069	68,520
Accountant I	CEDA	7/21/2009	0	0	60,462	68,560
Accountant II	CEDA	7/2/2009	0	0	88,800	90,600
Accountant III	CEDA	9/1/2009	0	0	105,409	126,560
Administrative Asst. I	CEDA	9/26/2009	0	0	54,855	74,640
Assistant Civil Engineer II	CEDA	9/30/2009	0	0	98,273	133,640
Management Assistant	CEDA	7/6/2009	0	0	127,950	130,570
Special Combination Inspector	CEDA	7/18/2009	0	0	115,359	123,880
Special Combination Inspector	CEDA	9/21/2009	0	0	91,073	123,880
Special Combination Inspector	CEDA	9/21/2009	0	0	91,073	123,880
Special Combination Inspector	CEDA	9/29/2009	0	0	91,073	123,880
Supervising Real Estate Agent	CEDA	9/30/2009	0	0	126,300	171,720
Contract Compliance Assitant	DCP	9/30/2009	68,228	93,770	0	0
Office Assistant II	DCP	9/19/2009	0	0	47,963	65,920
Administrative Assistant II	DHS	9/29/2009	0	0	63,705	86,680
Electronics Technician	DIT	9/29/2009	0	0	95,580	129,800
Systems Analyst III	DIT	7/11/2009	141,484	151,980	0	0
Telecommunications Svcs. Spec.	DIT	9/30/2009	90,713	124,660	0	0
Telecommunications Systems Eng.	DIT	09/30/2009	65,160	0	0	0
Management Assistant	FIRE	9/30/2009	95,963	130,570	0	0
Accountant II	FMA	8/1/2009	96,669	109,610	0	0
Accountant III	FMA	8/1/2009	111,609	126,560	0	0
Accountant Tech	FMA	9/30/2009	67,523	91,880	0	0
Tax Enforcement Officer II	FMA	9/30/2009	81,068	110,280	0	0
Tax Representative II	FMA	7/2/2009	10,809	11,028	97,281	99,252
Tax Representative II	FMA	9/30/2009	79,755	108,520	0	0
Library Aide, PPT	LIB	8/1/2009	0	0	37,827	42,890
Senior Library Assitant	LIB	7/6/2009	102,830	104,940	0	0
Supervising Librarian PPT	LIB	7/18/2009	0	0	107,664	115,620
Registrar	MUSEUM	7/30/2009	51,327	58,200	0	0
Claims Investigator III	OCA	9/30/2009	0	0	106,493	144,890
Administrative Analyst II	OPD	9/30/2009	80,918	110,102	0	0
Police Services Technician II	OPD	8/1/2009	66,751	75,688	0	0
Program Analyst II	OPD	9/18/2009	80,918	110,102	0	0
Facility Security Assistant, PPT	OPR	7/6/2009	0	0	51,090	52,130
Park Attendant, PPT	OPR	9/30/2009	0	0	37,935	51,620
Recreation Leader II PPT	OPR	9/30/2009	25,200	33,600	0	0
Administrative Analyst I	PWA	9/29/2009	0	0	71,610	97,440
Engineer	PWA	7/3/2009	0	0	105,270	107,420
Painter	PWA	9/30/2009	0	0	78,953	107,430

POSITIONS ELIMINATED THROUGH BUDGET REDUCTIONS

**CALPERS TWO-YEARS ADDITIONAL SERVICE CREDIT PROGRAM PARTICIPANTS
JULY 1 - SEPTEMBER 30, 2009**

CLASSIFICATION	DEPT	RETIRE DATE	GPF SAVINGS (FY10 Adjusted per Retire Date)		OTHER FUND SAVINGS (FY10 Adjusted per Retire Date)	
			FY10	FY11	FY10	FY11
			Payroll Personnel Clerk III	PWA	7/18/2009	0
Public Works Supervisor I	PWA	9/5/2009	0	0	99,204	119,090
Street Sweeper Operator	PWA	7/15/2009	0	0	92,330	94,150
Support Services Supervisor	PWA	7/6/2009	0	0	157,180	160,370
Support Services Supervisor	PWA	9/30/2009	0	0	157,180	160,370
		100% SAVINGS	1,410,441	1,647,900	2,596,566	3,078,692
		20% SAVINGS	282,088	329,580	519,313	615,738