

CITY OF OAKLAND
AGENDA REPORT

FILED
OFFICE OF THE CITY CLERK
OAKLAND
2009 MAY 29 AM 12:59

TO: Office of the City Administrator
ATTN: Dan Lindheim
FROM: Office of Personnel Resource Management
DATE: June 1, 2009

RE: **An Informational Report Presenting the Proposed Local Miscellaneous Employees Classifications to Be Offered the California Public Employees Retirement System (CalPERS) Retirement Incentive Program of Two Years Additional Service Credit Under California Government Code Section 20903; And Providing Estimated Savings and Costs Associated with the Program as Proposed**

SUMMARY

The City Council has been in discussion about offering a retirement incentive to retirement-eligible employees as a means to achieve additional budget savings in light of the currently challenging economic environment. 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. 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.

A second reading of the Ordinance amending the City's contract with CalPERS will be heard at the June 2, 2009 regular Council meeting. The contract will be amended effective June 3, 2009 if the Ordinance passes with six affirmative votes or June 10, 2009 if the Ordinance passes with less than six affirmative votes.

Prior to opening the retirement window period, Government Code Sections 7507 and 20903 require several actions be taken as described in the Key Issues and Impacts section of this report. A key step is identifying specific classifications or work units to which the Retirement Incentive Program will be offered. This report discusses staff's recommendations to offer the program broadly to *all* eligible *civilian* employees with a plan to keep some positions vacant, some underfilled, and some backfilled with savings.

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FISCAL IMPACT

The 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. This report provides an estimate of the fiscal impact of offering the program based on 1) participation of 20% of retirement eligible employees with only portions of the vacancies kept unfilled or underfilled based on departmental feedback; and 2) all retirement eligible employees assuming 20% participation and all positions kept vacant. A detailed presentation of the calculations is included as *Attachment A*.

To arrive at estimates that are both useful and realistic, staff met with the City Administrator, Department and Agency heads, bargaining groups for miscellaneous employees (i.e., representatives of International Federation of Technical Employees (IFPTE) Local 21 and Service Employees International Union (SEIU) Local 1021, and the International Brotherhood of Electrical Workers (IBEW) Local 45), and analyzed the data for retirement eligible employees. The single most important factor in realizing significant cost savings through the Retirement Incentive Program is the organizational discipline to keep positions vacant. This point was emphasized in the discussions, and concerns expressed by different departments were factored into staff's recommendation for how the program should be offered and managed.

Staff's research of other cities revealed that, on average, when the CalPERS Retirement Incentive Program is offered, 20% of those eligible take the benefit. The FY2009-2011 Proposed Budget conservatively estimates savings from the Retirement Incentive Program at \$1.4 million per year in the General Purpose Fund, or \$2.8 million cumulatively in for a period of two years.

Based on feedback from Department Directors, staff estimate that of the 168 likely retirees (representing 20% of all civilian employees eligible to retire), 30 positions could be kept vacant for two years, 40 positions could be underfilled by departmental restructuring, and 98 positions would have to be filled. Savings in the chart below are calculated on the assumption that the City would save 100% of the salary and benefits for the 30 positions not filled, 20% savings for positions that are underfilled, and 10% savings (due to lower step rates) for positions that will require backfilling.

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SAVINGS AND COSTS BASED ON DEPARTMENT FEEDBACK OF REQUIRED BACKFILL

Estimates Based on 20% Participation
168 employees - 20 positions kept vacant, 40 underfilled, 98 backfilled

	GPF	ALL FUNDS
Savings (each year) ¹	2,234,172	5,449,200
Amortized Annual Cost	(246,754)	(601,838)
<i>Cumulative Short-Term Savings</i>		
FY 2009/2010 (.75 year)	1,675,629	4,086,900
FY 2010/2011	3,909,801	9,536,100
FY 2011/2012 (Begin Amortized Cost)	5,897,219	14,383,462
ESTIMATED TOTAL COST (unamortized)²	(3,267,020)	(7,968,341)

¹Savings calculations based on Retirement-Eligible Employee

Data averages:

a. Average employee cost (burdened salary) of \$114,000 annually

b. GPF = 41% of All Funds total

²Average CalPERS Cost Factor of 0.655 was used to estimate costs.

Under the CalPERS program, the City would not see an increase in its retirement rate as a result of the Retirement Incentive Program until two years after the program was offered, beginning July 1, 2011. This means that the City will be able to reap the budgetary savings immediately without having to pay any of the costs in the short term.

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. Employees who are included as members in the CalPERS system include local safety members (sworn police and sworn fire) and employees other than local safety members, referred to as local miscellaneous members.

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

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and if certain conditions are met. The City is considering the option at this time as a means to achieve additional budget savings in light of the currently challenging economic environment.

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 through Resolution:
 - a. The job classification(s), department(s), or unit(s) eligible for the benefit;
 - b. The designated time period during which an eligible member must retire to receive the additional service credit; and
 - 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 (July 1, 2011); 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; and
 - 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.

KEY ISSUES AND IMPACTS

Strategic Government Initiative for the Early Retirement Incentive Program

The City Council has been in discussion about offering a retirement incentive to retirement-eligible employees as a means to achieve additional budget savings. The City Administration has been working with Departments to 1) assess the potential impact on department operations, 2) formulate a plan that defines the scope of the early retirement incentive program in terms of eligibility, 3) develop a plan that ensures the necessary savings, and 4) allow departments the flexibility to continue to operate effectively and efficiently.

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The Plan

In a series of discussions over the last few months, the City Administrator and the Human Resources Director met with Department heads to review the following questions and issues:

- 1) What is the justification for offering the Early Retirement Incentive Program to non-sworn eligible employees?
- 2) What is the likely operational impact?
- 3) How does the City justify the cost?
- 4) How does the City ensure the necessary savings?
- 5) What flexibility is needed by Departments to continue operating effectively and efficiently?

Based upon those discussions and evaluations of different scenarios and options, staff recommends that the program be offered to all non-sworn eligible employees in all departments and funding sources to maximize potential savings.

It is estimated, based on statewide experience, that 20% (168 employees) would participate. To ensure that savings generated for the program are captured up front, at least thirty (30) positions will be frozen or deleted before Departments are allowed to submit a personnel requisition to fill a position vacated as a result of the program. The freezing of thirty (30) positions assures that the projected annual savings of \$1.4 million in the Proposed Budget for Fiscal Year 2009-2011 is met.

The City Administrator will extend the current hiring freeze to all positions vacated as a result of employees participating in the early retirement incentive program, along with vacancies that occur through the normal attrition process. In addition, any vacancy that is proposed for recruitment will require that Department Directors provide a staffing and succession plan that includes the following justifications:

- 1) A plan to achieve budgeted savings.
- 2) Demonstration that the position is related to the City's core functions and essential services.
- 3) Impacts on services if position remains unfilled.

Recommended Criteria

To achieve the minimal savings assumed in the FY2009-2011 Proposed Budget, all positions vacated through the Retirement Incentive Program will remain frozen for a minimum of two years or are deleted altogether, unless a severe impact on services can be documented. All personnel requisitions will be reviewed by the Director of Human Resources and the Budget

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Director and must be further authorized by the City Administrator before a position can be filled. Additionally:

- a) Minimum baseline of thirty (30) positions must be kept vacant to achieve budget projections of \$1.4 million in the General Purpose Fund.
- b) If positions must be filled, new employees to start at Step 3 of the Salary Ordinance rate for the position or the mid point (10 % savings), or underfill the position with a lower level classification (minimum 20% savings).
- c) Utilize TCSE and ELDE positions within legal limits and prescribed guidelines to achieve at least 20% savings.
- d) Maximize use of student interns from local colleges and universities, to achieve at least 20%.
- e) Utilize "Acting" assignments and reassignment, transfer, or promotion Citywide, and within legal limits and proscribed requirements.

Implementation Timeline

The proposed timeline to implement the Retirement Incentive Program is as follows:

June 2	Council adopts Ordinance (Ordinance is effective June 3 if approved with six votes; effective June 10 if approved with less than six votes)
June 3	Effective date of amendment to CalPERS contract
June 16	Present at a public meeting, the positions eligible for two years additional service credit and 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

In anticipation of this approval, as a cost savings measure, staff has prepared a proposal that will offer two years additional service credit to specific classifications detailed in **Attachment B** to be offered during a window period that opens for a period of 90 days on July 1, 2009 and closes September 30, 2009.

The proposed date to comply with Sections 7507 and 20903 is **June 16, 2009**, at which time the Director of Human Resources will bring a recommendation to adopt a resolution that would provide two years additional service for eligible employees in the departments and classifications specified who retire during the designated window period as listed in **Attachment B**.

After the close of the designated window period, the City is required to submit a list of employees who retired and are eligible to receive the additional service credit to CalPERS. The

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increase for the additional service credit and a one-time payment for the allowance due retroactive to the effective date of retirement.

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 requests direction from the City Council on the specific classifications to be offered two years additional service credit under California Government Code Section 20903.

ACTION REQUESTED OF THE CITY COUNCIL

Staff requests that City Council receive and accept this informational report.

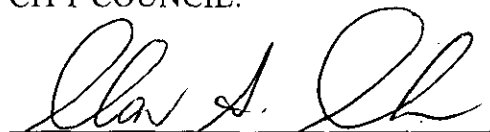
Respectfully submitted,



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:



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RETIREMENT INCENTIVE PROGRAM SAVINGS AND COST ANALYSIS

SAVINGS AND COSTS BASED ON DEPARTMENT FEEDBACK OF REQUIRED B¹ requests, total program costs are covered in year 2.

Estimates Based on 20% Participation (168 employees)	positions) 100% Savings		UNDERFILL (40) 20% of Salary Savings		BACKFILL REQ'D (98) 10% Salary Savings		TOTALS	
	GPF	ALL FUNDS	GPF	ALL FUNDS	GPF	ALL FUNDS	GPF	ALL FUNDS
	Savings (each year) ¹	1,402,200	3,420,000	373,920	912,000	458,052	1,117,200	2,234,172
Amortized Annual Cost	(44,063)	(107,471)	(92,492)	(225,589)	(226,604)	(552,693)	(246,754)	(601,838)
<i>Cumulative Short-Term Savings</i>								
FY 2009/2010 (.75 year)	1,051,650	2,565,000	280,440	684,000	343,539	837,900	1,675,629	4,086,900
FY 2010/2011	2,453,850	5,985,000	654,360	1,596,000	801,591	1,955,100	3,909,801	9,536,100
FY 2011/2012 (Begin Amortized Cost)	3,811,987	9,297,529	935,788	2,282,411	1,033,039	2,519,607	5,897,219	14,383,462
ESTIMATED TOTAL COST (unamortized)	583,396	1,422,918	1,224,588	2,986,800	3,000,241	7,317,660	3,267,020	7,968,341
CalPERS Rate Increase (7/1/11)								0.0033

¹Savings calculations based on Retirement-Eligible Employee Data averages:

- a. Average employee cost (burdened salary) of \$114,000 annually
- b. GPF = 41% of All Funds total

²Average CalPERS Cost Factor of 0.655 was used to estimate total cost - this is the cost if paid in a lump sum (not amortized).

The impact on the CalPERS rate as a result of offering the Two Years Service Credit Program will take effect two years after the benefit is offered.

RETIREMENT ELIGIBLE EMPLOYEES - June 1, 2009

ATTACHMENT B

DEPT	JOB TITLE	FUND	GPF	OTHER	Total
00 - Council	City Council PSE-51	1010	3		3
	City Councilmember's Assistant	1010	1		1
	Public Service Employee 51	1010	1		1
00 - Council Total			5	0	5
01 - Mayor	Admin Assistant to the Mayor	1010	1		1
	Mayor's PSE 14	1010	3		3
01 - Mayor Total			4	0	4
02 - CAO	Accountant II	1010	1		1
	Accountant III	1010	1		1
	Administrative Assistant II	1010	1		1
	Administrative Assistant II (CONF)	1010	1		1
	Assist to the City Administrator	1010	2		2
	Budget & Operations Analyst III	1010	1		1
	Complaint Investigator II	1010	1		1
	Equal Opportunity Specialist	1010	1		1
	Exec Dir to Public Ethics Comm	1010	1		1
	Executive Assistant	1010	1		1
Financial Analyst	2415			1	1
02 - CAO Total			11	1	12
03 - City Clerk	Executive Assistant	1010	1		1
03 - City Clerk Total			1	0	1
04 - OCA	Accountant II	1010	1		1
	City Attorney, Assistant	1010	2		2
	Claims Investigator II	1010	1		1
	Claims Investigator III	1010	1		1
	Deputy City Attorney III	1010	1		1
	Deputy City Attorney IV	1010	8		8
	Deputy City Attorney V	1010	3		3
	Exec Asst to Asst City Attorney	1010	1		1
	Legal Admin Assistant, Supervising	1010	1		1
	Legal Administrative Assistant	1010	7		7
	Legal Support Supervisor	1010	1		1
	Manager, Legal Admin Services	1010	1		1
	Open Government Coordinator	1010	1		1
	Paralegal	1010	4		4
	Public Service Representative	1010	1		1
	Special Counsel	1010	1		1
04 - OCA Total			35	0	35
05 - Personnel	Benefits Analyst	1010	1		1
	Employee Assist Svcs Coordinator	1010	1		1
	Human Resource Analyst, Principal	1010	1		1
	Human Resource Technician	1010	1		1
	Public Service Representative	1010	1		1
08 - Personnel	Benefits Representative	7100		1	1
05 - Personnel Total			5	1	6
08 - FMA	Account Clerk III	1010	1		1
	Accountant II	1010	2		2
	Accountant III	1010	3		3
	Accounting Supervisor	7780			2
	Accounting Supervisor	7780		1	1

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DEPT	JOB_TITLE	FUND	GPF	OTHER	Total
	Accounting Technician	1010	2		2
	Budget & Operations Analyst III	1150		1	1
	Cashier	1010	1		1
	Collections Officer	1700		1	1
	Controller, Assistant	1010	1		1
	Disability Benefits Coordinator	1150		1	1
	Exec Asst to Agency Director	1010	1		1
	Human Res Operations Tech, Senior	1010	1		1
	Human Res Operations Technician	1010	1		1
	Human Res Systems Analyst, Senior	1010	1		1
	Human Resource Oper Supervisor	1010	1		1
	Parking Control Technician	1010	1		1
	Parking Control Technician, PPT	1010	2		2
	Parking Enforcement Supervisor I	1010	2		2
	Parking Meter Collector	1010	3		3
	Parking Meter Repair Worker	1010	3		3
	Performance Audit Manager	1010	1		1
	Public Service Representative	1010	3		3
	Revenue Assistant	1010	2		2
	Revenue Collections Supervisor	1010	1		1
	Revenue Manager	1010	1		1
	Revenue Operations Supervisor	1010	1		1
		1700		1	1
	Storekeeper II	4500		4	4
	Storekeeper III	4500		2	2
	Systems Accountant III	1010	1		1
	Tax Auditor II	1010	2		2
		1700		1	1
	Tax Enforcement Officer II	1010	4		4
	Tax Representative II	1010	4		4
		1700		1	1
08 - FMA Total			46	15	61
10 - OPD	Accountant III	1010	1		1
	Administrative Analyst II	1010	3		3
		2251		1	1
	Administrative Assistant I	1010	4		4
	Criminalist III	1010	1		1
	Crossing Guard, PPT	2416		2	2
	Exec Asst to Agency Director	1010	1		1
	Manager, Crime Laboratory	1010	1		1
	Neighborhood Services Coordinator	1010	4		4
	Office Assistant II	1010	1		1
	Police Communications Dispatcher	1010	8		8
	Police Communications Supervisor	1010	2		2
	Police Evidence Technician	1010	3		3
	Police Property Specialist	1010	1		1
	Police Records Specialist	1010	24		24
	Police Records Supervisor	1010	2		2
	Police Services Technician II	1010	11		11
		2172		2	2
	Program Analyst III	1010	1		1

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DEPT	JOB_TITLE	FUND	GPF	OTHER	Total
	Reproduction Offset Operator	1010	1		1
10 - OPD Total			69	5	74
20 - OFD	Accountant II	1010	1		1
	Administrative Assistant I	1010	1		1
	Administrative Assistant II	1010	1		1
		2250		1	1
	Administrative Services Manager I	1010	1		1
	Assistant Fire Marshal-Non Sworn	1740		1	1
	Emer Medical Svcs Coordinator	2412		1	1
	Emergency Planning Coordinator	1010	2		2
	Exec Asst to Agency Director	1010	1		1
	Fire Communications Dispatcher	1010	2		2
		2412		2	2
	Fire Communications Dispatcher, Sr	1010	2		2
	Fire Communications Supervisor	1010	1		1
	Fire Prevent Bureau Inspect, Civil	1010	1		1
	Fire Protection Engineer	1010	1		1
	Fire Safety Education Coordinator	2321		1	1
	Fire Suppression District Inspector	1010	1		1
	Hazardous Materials Inspector II	3100		1	1
	Management Assistant	1010	1		1
	Office Assistant II	1010	1		1
	Office Manager	2123		1	1
	Payroll Personnel Clerk III	1010	1		1
20 - OFD Total			18	8	26
30 - PWA	Accountant I	7760		1	1
	Accountant II	7760		1	1
	Accountant III	7760		1	1
	Administrative Analyst I	7760		1	1
	Administrative Assistant I	2230		1	1
		2310		1	1
		4400		1	1
	Administrative Assistant II	3100		1	1
	Administrative Services Manager II	7760		1	1
	Arboricultural Inspector	2310		1	1
	Assist Director, Pub Works Agency	7760		2	2
	Auto Equipment Mechanic	4100		3	3
	Auto Equipment Painter	4100		1	1
	Blacksmith Welder	4100		1	1
	Carpenter	4400		1	1
	City Architect, Assistant	4400		1	1
	Clean Community Supervisor	2310		1	1
	Concrete Finisher	2141		1	1
	Construction & Maintenance Mechanic	4400		3	3
	Construction & Maintenance Supv I	4400		2	2
	Custodial Services Supervisor I	4400		1	1
	Custodian	1010	3		3
		2310		5	5
		4400		9	9
	Custodian, PPT	2310		1	1

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DEPT	JOB_TITLE	FUND	GPF	OTHER	Total
	Electrical Engineer II	4400		2	2
	Electrical Engineer III	4400		1	1
	Electrical Painter	2211		1	1
	Electrical Supervisor	1720		2	2
	Electrician	2310		1	1
		2211		4	4
		2310		1	1
		4400		1	1
	Electro-Mechanical Machinist	4400		1	1
	Engineer, Civil Supv (Office)	4100		1	1
	Environmental Services Intern	2141		1	1
	Equipment Parts Technician	1710		1	1
	Equipment Services Superintendent	4100		2	2
	Equipment Supervisor	4100		1	1
	Exec Asst to Agency Director	4100		1	1
	Gardener Crew Leader	7760		1	1
		1720		6	6
		2211		6	6
		2310		1	1
	Gardener II	1720		1	1
		2211		1	1
		2310		8	8
		2211		1	1
		2310		1	1
	Greenskeeper	2211		1	1
	Heavy Equipment Mechanic	4100		5	5
	Heavy Equipment Operator	4100		1	1
		2141		1	1
		2230		1	1
		3100		1	1
	Heavy Equipment Service Worker	4100		2	2
	Heavy Equipment Supervisor	4100		1	1
	Irrigation Repair Specialist	2310		3	3
	Litter/Nuisance Enforcement Officer	1720		3	3
	Maintenance Mechanic	4400		3	3
	Manager, Building Services	4400		2	2
	Manager, Equipment Services	4100		1	1
	Museum Guard	1010	2	1	2
	Office Assistant II	3100		1	1
	Painter	4400		3	3
	Park Equipment Operator	2211		2	2
		2310		3	3
	Park Supervisor I	1010	1	1	1
		1720		1	1
		2310		1	1
	Parkland Resources Supervisor	2211		1	1
	Payroll Personnel Clerk III	7760		3	3
	Plumber	4400		2	2
	Project Manager	2310		1	1
	Public Service Representative	1720		1	1
	Public Works Maintenance Worker	1720		10	10
		2230		6	6
		3100		3	3
		7780		1	1
	Public Works Operations Manager	1720		1	1

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	Public Works Supervisor I	1720		2	2
		3100		1	1
	Recycling Specialist	1710		2	2
	Sewer Maintenance Leader	3100		8	8
	Sewer Maintenance Worker	3100		6	6
	Sign Maintenance Worker	2230		2	2
		2416		1	1
	Stationary Engineer	4400		6	6
	Street Maintenance Leader	1720		10	10
		2141		5	5
		2230		1	1
		3100		2	2
	Street Sweeper Operator	1720		9	9
	Support Services Supervisor	7760		1	1
	Traffic Painter	2230		2	2
		7780		2	2
	Training & Public Svcs Admin	7760		1	1
	Tree High Climber	2310		1	1
	Tree Trimmer	2310		1	1
	Tree Worker Driver	1010	1		1
30 - PWA Total			7	213	220
41 - Contracting	Administrative Assistant II	4550		1	1
	Administrative Services Manager I	1010	1		1
	Contract Compliance Office Asst	1010	1		1
	Contract Compliance Officer	1010	1		1
	Exempt Limited Duration Employee	1010	1		1
	Job Developer	1010	1		1
	Office Assistant II	1010	1		1
		4550		1	1
	Receptionist	1010	1		1
		4550		1	1
	Support Services Supervisor	1010	1		1
41 - Contracting Total			8	3	11
46 - DIT	Database Administrator	1010	2		2
	Director of Personnel Res Mgmt	1010	1		1
	Electronics Technician	4200		1	1
	Human Res Systems Analyst, Senior	1010	1		1
	Information Systems Supervisor	1010	1		1
	Manager, Information Systems	1010	1		1
	Microcomputer Systems Spec III	1010	1		1
	Microcomputer Systems Specialist I	1010	2		2
	Microcomputer Systems Specialist II	2513		1	1
		7760		2	2
	Operations Support Specialist	1010	1		1
	Project Manager	1010	1		1
	Project Manager II	1010	1		1
		7760		1	1
	Project Manager III	1010	1		1
	Reproduction Offset Operator	4300		1	1
	Systems Analyst I	1010	1		1

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DEPT	JOB_TITLE	FUND	GPF	OTHER	Total
	Systems Analyst III	1010	3		3
		7760		1	1
	Systems Programmer III	1010	2		2
	Telecommunication Systems Engineer	1010	2		2
	Telephone Services Specialist	1010	2		2
		4200		1	1
46 - DIT Total			23	8	31
50 - OPR	Accountant III	1010	1		1
	Facility Security Assistant	1820		1	1
	Facility Security Assistant, PPT	1820		1	1
	Gardener Crew Leader	2310		1	1
	Park Attendant, PPT	2310		2	2
	Payroll Personnel Clerk III	1010	1		1
	Program Analyst II	1010	1		1
	Public Service Representative	1820		1	1
	Recreation Center Director	1010	4		4
	Recreation General Supervisor	1010	1		1
	Recreation Leader II, PPT	1010	4		4
	Recreation Specialist I, PPT	1010	2		2
	Recreation Specialist II, PPT	1010	1		1
		1820		1	1
	Recreation Supervisor	1010	1		1
	Zoo Keeper	1010	1		1
50 - OPR Total			17	7	24
61 - Library	Curator of History, Chief	2240		1	1
	Deputy Director, Housing	1010	1		1
	Director of Library Services	1010	1		1
	Executive Assistant	1010	1		1
	Librarian I	2240		2	2
	Librarian II	1010	11		11
		2240		5	5
	Librarian II, PPT	2240		2	2
	Librarian, Senior	1010	3		3
		2240		3	3
	Librarian, Supervising	1010	3		3
	Librarian, Supervising PPT	1010	1		1
	Library Aide	2240		1	1
	Library Aide, PPT	1010	1		1
		2240		5	5
	Library Assistant	1010	6		6
		2240		4	4
	Library Assistant, Senior	1010	3		3
		2240		3	3
	Library Asst, PPT	2240		1	1
	Literacy Assistant, Senior	1010	1		1
		2240		1	1
	Museum Project Coordinator	2240		1	1
	Office Assistant II	1010	1		1
		2240		1	1

RETIREMENT ELIGIBLE EMPLOYEES - June 1, 2009

ATTACHMENT B

DEPT	JOB_TITLE	FUND	GPF	OTHER	Total
61 - Library Total			33	30	63
62 - Museum	Chief Conservator	1010	1		1
	Curator of Aquatic Biology, Assoc	1010	1		1
	Curator of Art, Chief	1010	1		1
	Curator of Art, Senior, PPT	1010	1		1
	Curator of Education, Chief	1010	1		1
	Curator of History, Associate	1010	1		1
	Custodian	1010	1		1
	Gardener Crew Leader	2310		1	1
	Gardener II	2310		1	1
	Graphics Design Coordinator	1010	1		1
	Museum Curatorial Specialist	1010	1		1
	Museum Guard	1010	6		6
	Museum Interpretive Specialist, Art	1010	1		1
	Museum Security Guard IV	1010	1		1
	Preparator	1010	1		1
	Program Analyst I, PPT	1010	1		1
	Registrar	1010	2		2
62 - Museum Total			21	2	23
63 - Marketing	Administrative Services Manager II	7780		1	1
	Cable TV Operations Chief Engineer	1760		1	1
	Cable TV Producer	1760		1	1
	Cable TV Station Manager	1760		1	1
	Program Analyst II, PPT	7780		1	1
63 - Marketing Total			0	5	5
75 - DHS	Administrative Assistant I	1010	2		2
	Case Manager II	1010	1		1
		2128		2	2
		2160		1	1
	Case Manager, Supervising	1010	1		1
		2128		1	1
	Custodian	1010	2		2
	Manager, Senior Services	1010	1		1
	Office Assistant II	2128		1	1
	Senior Center Director	1010	4		4
	Senior Services Supervisor	1010	1		1
75 - DHS Total			12	5	17
78 - DHS	Accountant III	1010	1		1
	Administrative Assistant I	2128		1	1
	Administrative Assistant II	2128		1	1
	Administrative Services Manager II	1010	1		1
	Cook III	2128		1	1
	Director of Human Services	1010	1		1
	Early Childhood Center Director	2128		11	11
	Early Childhood Instructor	2128		23	23
	Executive Assistant	1010	1		1
	Family Advocate	2128		6	6
	Food Service Worker	2128		4	4
	Head Start Driver Courier	2128		3	3
	Head Start Nutrition Coordinator	2128		1	1

RETIREMENT ELIGIBLE EMPLOYEES - June 1, 2009

ATTACHMENT B

DEPT	JOB TITLE	FUND	GPF	OTHER	Total
	Headstart Program Coordinator	2128		3	3
	Housing Development Coordinator III	7780		1	1
	Payroll Personnel Clerk III	1010	1		1
	Program Analyst II	1010	1		1
78 - DHS Total			6	55	61
88 - CEDA	Account Clerk III	7760		1	1
	Accountant I	7760		2	2
	Accountant II	7760		2	2
	Accountant III	2108		1	1
		5320		1	1
		7760		1	1
	Administrative Analyst I	2108		1	1
	Administrative Analyst II	2108		1	1
	Administrative Assistant I	1010	1		1
		2108		2	2
		3100		1	1
		7760		1	1
		7780		2	2
	Administrative Assistant II	2108		2	2
		2415		2	2
		7760		1	1
	Administrative Services Manager I	2415		1	1
		7780		1	1
	Administrative Services Manager II	7760		1	1
	Arboricultural Inspector	3100		1	1
	Architectural Associate (Field)	3100		2	2
	Assist Director, Pub Works Agency	7760		1	1
	Chief of Party	3100		2	2
	Community Dev Prgm Coordinator	2108		2	2
	Construction Inspector (Field)	3100		6	6
	Construction Inspector Sup (Field)	2415		1	1
	Construction Inspector, Sr (Field)	2230		1	1
		3100		6	6
	Construction Inspector, Sr (Office)	2415		2	2
	Construction Inspector, Sup II	3100		1	1
	Deputy Director/Building Official	2415		1	1
	Deputy Director/City Planner	2415		1	1
	Development/Redevelopment Pgrm MGR	2108		1	1
		7780		1	1
	Drafting Technician, Int (Office)	2211		1	1
	Employment Services Supervisor	2195		1	1
	Engineer, Assistant II (Office)	2415		1	1
		3100		2	2
	Engineer, Civil (Office)	2211		1	1
		2415		4	4
		3100		3	3
	Engineer, Civil Supv (Office)	2211		1	1
		2415		2	2
	Engineer, Transportation Supv	2211		1	1
	Engineering Technician II (Office)	1750		2	2
		2415		1	1

