

BAY AREA AIR QUALITY MANAGEMENT DISTRICT

Resolution No. 2015-02

A Resolution Establishing a Voluntary Separation by Retirement Incentive Program

WHEREAS, the Bay Area Air Quality Management District (Air District) needs to develop a voluntary separation by retirement incentive program in an effort to provide the agency with staffing stability in the period leading up to the headquarters move;

WHEREAS, the Air District can benefit from this program by reducing short and long term costs associated with staffing by implementation of a program;

WHEREAS, the Air District and the Employees' Association met and agreed to a tentative agreement, subject to Board approval, to create a separation by retirement incentive program;

WHEREAS, the Air District will extend the agreed program with the EA to non-represented management and confidential employees, which consists of:

Eligibility

- Retirement only (not for any other types of separations)
- 10 years of cumulative Air District service
- Total number limited to approved budget, and available on a 'first come, first served' basis. Sequence of receipt of election forms will be determined by the actual date and time received by the HRO.

Incentive

- \$30,000 per employee
- Incentive is paid into the Money Purchase Pension Plan (401a account) no more than 30 days after the date of retirement

Schedule

- Employees must submit an election form to the Human Resources Office during the election period.
- Employees must retire from Air District employment no later than June 30, 2015.
- This incentive is not available to any employee retiring or who has retired prior to the first date of the election period, nor to any employee retiring after June 30, 2015;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE BAY AREA AIR QUALITY MANAGEMENT DISTRICT:

That the Board of Directors for the Bay Area Air Quality Management District adopts the Separation by Retirement Incentive Program for management and confidential employees.

The foregoing resolution was duly and regularly introduced, passed and adopted at a regular meeting of the Board of Directors of the Bay Area Air Quality Management District on the Motion of Director WAGENKNECHT, seconded by Director MAR, on the 18th day of MARCH 2015

by the following vote of the Board:

AYES: AVALOS, BARRETT, BATES, CANEPA, CHAVEZ, FUJIOKA, GIOIA, GROOM, HUDSON, KIM, KNISS, MAR, MITCHOFF, RICE, ROSS, SINKS, WAGENKNECHT, ZANE

NOES: NONE

ABSTAIN: NONE

ABSENT: HAGGERTY, MILEY, PEPPER, SPERING

Carole Groom
Carole Groom
Chairperson of the Board of Directors

ATTEST:

Liz Kniss
Liz Kniss
Secretary of the Board of Directors