

09-1320-51

DEC 08 2009

M O T I O N

When the Los Angeles City Council approved the Early Retirement Incentive Program (ERIP), the stated purpose was to separate 2,400 employees from City service as quickly as possible. The intention was to reduce the City's General Fund payroll obligations in the face of a dire financial emergency and to decrease the need for other measures such as furloughs and layoffs, and to limit the backfill authority to only 7% in Fiscal Year 10-11 and 6% in each Fiscal Year thereafter.

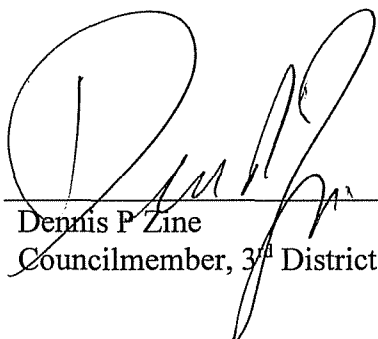
Now that the 45-day ERIP application window has closed, the next step needs to be taken to evaluate the impact on City services as it relates to the actual positions to be vacated by the ERIP participants in the various City departments.

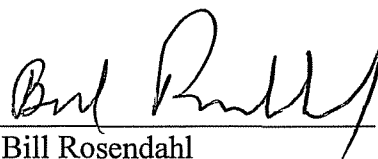
Because the ERIP participants generally represent the most senior and experienced employees of the City, it is imperative that every opportunity should be taken to share their knowledge and expertise with remaining City employees before they retire.


WE THEREFORE MOVE that the City Administrative Officer (CAO) and the Personnel Department work with each City department to determine their operational needs in response to the impact ERIP will have on management and services.

WE FURTHER MOVE that the CAO and Personnel Department consider various options including but not limited to essential training, consolidation of functions, changes in classification, and utilization of 90 day appointments outlined in Charter Section 1164.

WE FURTHER MOVE that the CAO and Personnel Department report to Council in 30 days on the actions taken or recommended to address these concerns.

Co-Presented by 
Dennis P. Zine
Councilmember, 3rd District

Co-Presented by 
Bill Rosendahl
Councilmember, 11th District

Seconded by 

ORIGINAL

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