



CITY COUNCIL AGENDA ITEM

DATE: May 31, 2011

TO: The Honorable Mayor and City Council Members

FROM: John Szerlag, City Manager
John M. Lamerato, Assistant City Manager/Finance & Administration
Peggy Sears, Human Resources Director

SUBJECT: **AGENDA ITEM** – Approval of Extension of Time Limit for Early Retirement Incentive Plan for Exempt Employee

RECOMMENDATION

City administration recommends extending the deadline for Mr. James Nash to apply for the Early Retirement Incentive Program (ERIP) which is currently being offered to Classified and Exempt employees from May 23, 2011 until the conclusion of the six-month review period for his promotion to Acting Director of Finance and Administration.

BACKGROUND

With the impending retirement of John Lamerato, Assistant City Manager/Finance & Administration, there is an opportunity to restructure this function. This position is being reclassified from Assistant City Manager/Finance and Administration to Director of Finance and Administration, and will have oversight over Finance & Risk Management, Assessing, Treasurer, Purchasing, IT and City Clerk. The Library Director and Human Resources Director will report directly to the City Manager.

On May 20, 2011, Mr. James Nash, Financial Services Director, was appointed to the position of Acting Director of Finance and Administration. Mr. Nash will serve a six-month review period. However, he may be returned to the Financial Services Director position by his selection or upon the decision of the City Manager at any time during the six-month review period. By accepting this Acting Director of Finance and Administration position, and if for some reason he does not remain in this position during or at the conclusion of the six-month review period, he will have missed the opportunity to take advantage of the ERIP program should he desire. This seems an unfair penalty for accepting a promotion. Thus, it is recommended that the deadline for Mr. Nash to apply for the ERIP be extended until the conclusion of the six-month review period, or November 23, 2011.