



Agenda Date: 12/13/2005  
Agenda Placement: 6R

## NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

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**TO:** Board of Supervisors  
**FROM:** Mark Gregersen - Acting Director  
Human Resources  
**REPORT BY:** Pamela Hansen, Human Resources Analyst III, 253-4305  
**SUBJECT:** Approval of Resolution revising the County Retirement Award Program

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### **RECOMMENDATION**

Acting Human Resources Director requests adoption of a resolution revising the County Retirement Award Program effective December 13, 2005 to allow all safety employees retiring with fifteen (15) or more years of service in both the Sheriff's Department and the District Attorney's Office the opportunity to purchase their service weapon in lieu of a retirement award.

### **EXECUTIVE SUMMARY**

The request before you today is to afford safety employees in not only the Sheriff's Department but also the District Attorney's Office the opportunity to purchase their service weapon at retirement. In addition we are requesting approval to change the minimum years of service for such purchase to fifteen (15) rather than twenty (20).

### **FISCAL IMPACT**

Is there a Fiscal Impact?                      No

### **ENVIRONMENTAL IMPACT**

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

### **BACKGROUND AND DISCUSSION**

The Board originally adopted the County Retirement Award Program on April 7, 1979. The original program provided for presentation of a resolution outlining the retiring employee's contributions as well as the presentation of an anniversary clock commensurate with the employee's year of service with the County. The County Retirement Award Program also allowed law enforcement (safety) employees retiring with twenty (20) or more years of service in the Sheriff's Department the opportunity to purchase of his/her service weapon in lieu of an award.

The Program was revised in 1990 to expand the selection to allow an alternate award of equal value to an anniversary clock and again in 1998 to allow the use of a catalog from O.C. Tanner, a service award company.

The request before you today is to afford safety employees in the District Attorney's Office the opportunity to purchase their service revolver at retirement and to allow all safety employees the opportunity to purchase his/her service revolver upon retirement with fifteen (15) or more years of service.

### **SUPPORTING DOCUMENTS**

- A . Resolution
- B . Tracked Revised Retirement Award Program

CEO Recommendation: Approve

Reviewed By: Helene Franchi