



July 12, 2010

As per the VAN charter: the purpose of VAN is set out as two-fold:

Continue the work started by the County's Task Force on Vital Aging workgroup to research and put into action best practices that support the County's business goals, including its employment of older adults and retirees.

Provide VAN's membership with a venue to: (i) discuss, learn, and share resources and information regarding issues affecting older County employees and retirees, and (ii) share their insights and knowledge regarding those issues with County

Current Statistics

1,400 or 32% County employees are over 55 years of age.

About 32% of Multnomah County residents are over 55

About 38% of Oregon's population is over 55

FY 2010 Annual Report (July 2009 to June 2010)

Based on our FY2010 workplan, VAN accomplishments include:

- 1. Promote Flexibility.** VAN works to communicate and encourage flexibility in work options.
 - a. Researching on flexible work options for a presentation in October 2010 to encourage and increase flexibility in work scheduling. Working with county management.
 - b. Working with Local 88 to develop a joint proposal on mentoring and knowledge transfer/transition. Goal is to present proposal to Chief Operating Officer (COO), Chair's Office and HR Director by the end of the year.
- 2. Improve Recruitment and Retention of Older Workers.** VAN works to improve the ways the County communicates about work opportunities to retirees and older workers.
 - a. Met with county human resources to develop a system to connect retirees who want to work part-time with part time, limited duration or temporary work opportunities.
 - b. Meeting with CFO to discuss IRS and PERS issues regarding retirees coming back to work for County.
- 3. Adapt Compensation and Benefits.** VAN works to help the County become a model governmental employer of older adults in the areas of compensation and benefits.
 - a. Developed a retiree opt-out provision for health insurance that would save the County and retirees money. Worked with county human resources, benefits and finance staff on how to implement. Waiting for DCM to present proposal to COO, Chair's Office.
- 4. Provide Training and Mentoring.** VAN works to promote retention of older workers and as consultants on multigenerational issues at the County.
 - a. Develop a website in conjunction with the Office of Diversity and Equity that provides County employees with information and links to resources about issues that affect the older worker such as planning and transitioning to retirement.
 - b. Provided quarterly information sessions open to all County employees (See #5. Strengthen a Multigenerational Workforce.)

5. Strengthen a Multigenerational Workforce

- a. To maintain itself as an effective employee network group, leadership was recruited and the VAN Executive Committee was established. Bylaws were updated.
- b. VAN created a partnership with Life by Design Northwest, a non-profit collaboration of public, business and education institutions focused on supporting people contemplating retirement and older adults by providing opportunities for in-depth assessment and life planning, lifelong learning and civic engagement. VAN uses Life by Design's resources and expertise to present training sessions and with website design and set up.
- c. To provide a venue for the whole VAN membership to share information and resources, quarterly meetings of the large group were planned:

After a kick off meeting on January 29, 2010, the new VAN Executive Committee surveyed 180 VAN members on what information they wanted covered at quarterly meetings.

Result highlights: (92 respondents)

72.5% interested in "Carving out time for self care and work/life balance."

Many wanted a variety of retirement and financial planning advice.

65.9% wanted "What to expect and conversations to have before you retire."

A significant number were interested in working after retirement.

58.8% interested in "using existing experience and skills" through volunteering.

Active living was important – fitness, friends, healthy eating & mental wellness.

- d. Schedule for quarterly meetings:

April 28, 2010: Work/Life Balance (50 participants)

July 28, 2010: Financial Wellness – Beyond PERS and Social Security

October 27, 2010: Flexible Work Options with the County

January 26, 2010: Retirement - Conversations about What to Expect

The VAN Steering Committee/Executive Committee met 10 times. Two VAN General meetings were held, averaging 50 participants. The General meetings were open to all county employees.

180 current and retired County interested employees are on the VAN email distribution list to receive notification of future meetings and to receive information. Periodically the Steering Committee sent useful information and event updates.

Steering Committee/Executive Committee workgroups met separately and worked via email on projects and to prepare for Steering Committee and full group meetings.

VAN participates in the Employee Network Leadership meetings, to support other ENGS and to share information. In FY2010, VAN helped fund a keynote speaker for MOC's Latino History program.

VAN participated on the Pledge Against Racism panel presentation to the Board of County Commissioners.

VAN FY 2010 Annual Report and FY 2011 Workplan

FY 2011 Annual Workplan

The Vital Aging Network (VAN) FY2010 workplan focuses on continuing work on the implementation of the recommendations from the Task Force on Vital Aging's Multnomah County Employees Workgroup ([Vital Aging Task Force - County Case](#)). The workgroup recommends that the County:

1. Promote Flexibility. VAN works to communicate and encourage flexibility in work options.

Action items:

- a. Work with county and union leadership to find ways to encourage and increase flexibility in work scheduling. We see this as a major culture shift.
- b. Research flexible work options (including job-sharing, teleworking, and retirement transitioning and knowledge transfer) in order to understand how to make them work successfully for employees, supervisors and County overall.
- c. Develop recommendations based on research. Present and discuss at a quarterly VAN general meeting.
- d. Other action items maybe added.

2. Improve Recruitment and Retention of Older Workers. VAN works to improve the ways the County communicates about work opportunities to retirees and older workers.

Action items:

- a. Work with county human resources to develop a system to connect retirees who want to work part-time with part time, limited duration or temporary work opportunities. With Chief Finance Officer, resolve whether there are tax issues affecting retirees returning to work at the County (under 1040 hours per year).
- b. Explore partnerships with other Portland governmental organizations, non-profits and private businesses to strengthen retiree employment opportunities. Assess and connect with potential partners to explore next steps that foster collegiality, shared professional opportunities, etc.
- c. Expand communications with retired County employees. Use mailings and links via internet to share information and resources. Work with Central HR about how to inform retiring employees about VAN and how to contact us.
- d. Other action items maybe added.

3. Adapt Compensation and Benefits. VAN works to help the County become a model governmental employer of older adults in the areas of compensation and benefits.

Action items:

- a. Assist Benefits staff with implementation of retiree opt-out provision for health insurance. VAN developed the provision that saves the County and retirees money.
- b. Other action items maybe added.

4. Provide Training and Mentoring. VAN works to promote retention of older workers and as consultants on multigenerational issues at the County.

VAN FY 2010 Annual Report and FY 2011 Workplan

Action items:

- a. Develop a website in conjunction with the Office of Diversity and Equity that provides County employees and retirees with information and resources about issues that affect the older worker such as planning and transitioning to retirement.
- b. Other action items maybe added.

5. Strengthen a Multigenerational Workforce. VAN works to create an environment where all employees are successful by providing leadership and opportunities to learn from each other.

Action items:

VAN provides a venue for the whole VAN membership to:

- Discuss, learn, and share resources and information regarding issues affecting older County employees and retirees, and
 - Share their insights and knowledge regarding those issues with County.
- a. Plan and carry out quarterly meetings of the large group that provide opportunities for information sharing and discussion. These are open to all County employees.
 - b. Maintain a website to provide another place for information sharing and discussion.
 - c. VAN will work on activities that sustain itself as an employee network group. This includes:
 - Executive Committee elections and meetings
 - Submittal of Annual report and Workplan to Office of Diversity and Equity
 - Participation in ENG leadership meetings.
 - d. Other action items maybe added.

We look forward to the work ahead for VAN. We believe it can make a difference for the County and for all employees.

Submitted by the Vital Aging Network Steering Committee

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