



AGENDA SUBMITTAL TO SOLANO COUNTY BOARD OF SUPERVISORS

ITEM TITLE Adopt CalPERS Resolutions to reduce the Employer Paid Member Contribution (EPMC) from the current 6% to 4.8% effective January 9, 2011 for groups Unit #13 Correctional Officers represented by Solano County Sheriff's Custody Association and Unit #14 Correctional Supervisors represented by Teamsters Union, Local #856		BOARD MEETING DATE December 14, 2010	AGENDA NUMBER 19
Dept:	Human Resources	Supervisorial District Number	
Contact:	Georgia Cochran	ALL	
Extension:	3406		
Published Notice Required?		Yes _____	No <u> X </u>
Public Hearing Required?		Yes _____	No <u> X </u>

DEPARTMENTAL RECOMMENDATION:

Staff recommends the Board of Supervisors adopt CalPERS Resolutions (Attachments A and B) to reduce the Employer Paid Member Contribution (EPMC) from the current 6% to 4.8% effective January 9, 2011 for the following groups: Unit #13, Correctional Officers, represented by Solano County Sheriff's Custody Association and Unit #14, Correctional Supervisors, represented by Teamsters Union, Local #856.

SUMMARY:

On August 24, 2010 the Board adopted the Memoranda of Understanding with Correctional Supervisors, Unit #14 and also adopted the Imposed Terms and Conditions of Employment for Correctional Officers, Unit #13. Both documents included a reduction in the EPMC from 9% to 6%, and two additional conditions related to cost of living adjustments and further reductions in the EPMC: Specifically:

1. Effective January 9, 2011 the County agrees to provide a cost of living adjustment of no less than 0% and no more than 3% based upon the annual Consumer Price Index (CPI) for the San Francisco-Oakland-San Jose Urban Wage Earners and Clerical Workers, as reported by the Bureau of Labor Statistics of successor agency for the period October 2009 to October 2010.
2. Effective January 9, 2011 the County will reduce the employer's share of the EPMC from 6% to an amount equal to any cost of living adjustment (COLA) received by employees.

The CPI for the period October 2009 to October 2010 is 1.2%, as such the attached resolutions provide for a 1.2% reduction in the EPMC, reducing the County's contribution from 6% to 4.8% for these groups which will offset the 1.2% COLA.

FINANCING:

The cost of the COLA is offset by the EPMC reduction. The annual cost to the County for the 1.2% cost of living adjustment (COLA) for Units #13 and #14 effective January 9, 2011 is \$177,302.71 with a general fund cost of \$106,913.50. The savings which will result from the decrease in the County payment of the employee retirement contribution is (\$177,302.70) with general fund savings of (\$106,913.52). The Table below summarizes the annual and fiscal year savings:

Unit # 13 Correctional Officers	FY 2010/11 All Funds	FY 2010/11 General Fund	Annual All Funds	Annual General Fund
COLA (1.2%) effective 01/09/2011	\$72,068.24	\$43,457.15	\$151,110.82	\$91,119.82
EPMC reduction (1.2%) effective 01/09/2011	(\$72,068.24)	(\$43,457.15)	(\$151,110.82)	(\$91,119.82)

Unit # 14 Correctional Supervisors	FY 2010/11 All Funds	FY 2010/11 General Fund	Annual All Funds	Annual General Fund
COLA (1.2%) effective 01/09/2011	\$12,491.51	\$7,532.38	\$26,191.88	\$15,793.70
EPMC reduction (1.2%) effective 01/09/2011	(\$12,491.51)	(\$7,532.38)	(\$26,191.88)	(\$15,793.70)

ALTERNATIVES:

The Board may choose not to adopt these recommendations; however, these provisions are included in the MOU for Unit #14, Correctional Supervisors and the imposed terms and conditions of employment for Unit #13, Correctional Officers, which were previously approved your Board.

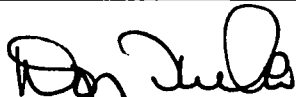
OTHER AGENCY INVOLVEMENT:

The County Administrator's Office concurs with the recommendation.

CAO RECOMMENDATION:

**APPROVE DEPARTMENT
RECOMMENDATION**

DEPARTMENT HEAD SIGNATURE:



Donald W. Turko
Director of Human Resources