



AGENDA SUBMITTAL TO SOLANO COUNTY BOARD OF SUPERVISORS

ITEM TITLE: Adopt a resolution ending the 3% Employer Paid Member Contribution (EPMC) for the Attorneys in Bargaining Unit #1		BOARD MEETING DATE January 25, 2011	AGENDA NUMBER 7
Dept:	Human Resources	Supervisorial District Number ALL	
Contact:	Donald W. Turko		
Extension:	2552		
Published Notice Required?		Yes _____	No <u> X </u>
Public Hearing Required?		Yes _____	No <u> X </u>

DEPARTMENTAL RECOMMENDATION:

It is recommended that the Board adopt a resolution ending the 3% Employer Paid Member Contribution (EPMC) for the Attorneys in Bargaining Unit #1.

SUMMARY/DISCUSSION:

On December 8, 2009, the Board adopted an addendum to the Attorneys Memorandum of Understanding (MOU) which decreased the County's share of EPMC contributions on behalf of Unit #1 employees by 3% for the period from December 27, 2009 through the expiration of the MOU which expired on January 9, 2011.

The County has been in negotiations with the Attorneys since November 1, 2010, but has not yet reached an agreement on a successor MOU. The Attorneys have not supported maintaining the employees continuing to pay this 3% cost until such time as the bargaining unit reaches an agreement on all outstanding items and has agreed to a successor MOU.

FINANCING:

The cost of the County incurring this additional 3% for the bargaining unit is \$12,422 per pay period and \$141,610 through the remainder of this fiscal year. The average annual salary and benefit cost for one full time Attorney is \$168,506.

ALTERNATIVES:

The Board could choose not to adopt this resolution; however, in order to end the 3% employee pick up of the EPMC, CalPERS requires a Board Resolution. To do otherwise, would be in violation of the current agreement with the Attorney bargaining unit.

OTHER AGENCY INVOLVEMENT:

Human Resources worked with the County Administrator's Office in preparing this report.

CAO RECOMMENDATION:

APPROVE DEPARTMENT
RECOMMENDATION

DEPARTMENT HEAD SIGNATURE:



Donald W. Turko, Director of Human Resources

Attachment A: Resolution – Ending the 3% EPMC pick up and paying and Reporting the Value of Employer Paid Member Contributions, Page 3