

APPROVED

MAR 22 2011



BY Mary Chinda
CLERK OF THE BOARD

AGENDA SUBMITTAL TO SOLANO COUNTY BOARD OF SUPERVISORS

ITEM TITLE Consider adopting modifications to the PARS Supplementary Retirement Plan (SRP) document; Adopting modifications to Resolution No. 2011-07 incorporating the proposed modifications to the PARS SRP plan document; and Directing staff to offer the SRP to those fiscally and operationally viable designated employees		BOARD MEETING DATE March 22, 2011	AGENDA NUMBER 26
Dept: Contact: Extension:	Human Resources Donald W. Turko 2552	Supervisorial District Number ALL	
Published Notice Required?		Yes _____	No <u> X </u>
Public Hearing Required?		Yes _____	No <u> X </u>

DEPARTMENTAL RECOMMENDATION:

The Director of Human Resources recommends that the Board of Supervisors:

1. Adopt modifications to the PARS Supplemental Retirement System Plan (SRP) plan document;
2. Adopt modifications to Resolution No. 2011-07 incorporating the proposed modifications to the PARS SRP plan document; and
3. Direct staff to offer the SRP to those fiscally and operationally viable Designated Employees.

SUMMARY & DISCUSSION:

On January 11, 2011, the Board of Supervisors approved the offering of the PARS SRP for eligible miscellaneous and safety retirement plan members. The proposed PARS SRP plan offering provides a supplemental retirement benefit equivalent to 6% of final pay (base pay plus longevity) to be paid out under one of fourteen different payment options chosen by the employee. The SRP was extended to all PERS eligible Miscellaneous and Safety employees who:

1. Were employed by Solano County as of January 11, 2011;
2. Are fifty (50) years of age as of April 30, 2011;
3. Have a least five (5) years of Solano County service as of April 30, 2011;
4. Resign from Solano County employment effective no later than April 29, 2011;
5. Retire under PERS no later than April 30, 2011.

The deadline for enrolling in the SRP was Friday, February 25, 2011. On January 11, the Board also adopted resolution 2011-07 which allowed the County to withdraw the SRP in any department where the County's fiscal and operational objectives were not met.

Unlike previous early retirement offerings made by the County, SRP plan design also provides that the County may fill up to 25% of the positions offered the SRP following a final report made by the County Administrator subsequent to the close of the SRP offering. The final report will be made to the Board on April 5, 2011 and will include the savings resulting from the SRP offering and identify all positions which will be eliminated as well as any positions which will be recommended for filling during the 2011-2012 fiscal year.

Since the Board's January 11, 2011 meeting, the following additional activities have taken place:

1. All 836 eligible employees received notice by direct mail of their eligibility and of the benefits of the SRP.
2. All eligible employees were invited to one of four informational meetings sponsored by PARS in January 2011 which provided a detailed explanation of the SRP benefits and the steps employees needed to take to enroll in the plan. Employees were provided paid release time to attend the meeting. 340 employees attended these meetings.
3. All eligible employees were invited on one of four follow-up meetings held in mid-February 2011 at which PARS staff provided assistance in helping employees complete their SRP enrollment packets. On February 25, 2011, the SRP enrollment window closed. In total, 168 eligible employees completed enrollment packets for the SRP. (An employee who completed the packet was deemed ineligible, having retired on December 31, 2010.)

During this time period, the Human Resources Department solicited requests from the County's recognized employee organizations to meet and confer over the effects of the SRP offering. At that time, proposed modifications to the SRP plan document were also discussed with those employee organizations which had requested to meet and confer over the effects of the SRP. A consensus was reached that the proposed modifications to the SRP plan document acted to maximize the ability of the County departments to offer the SRP to a greater number of employees than the initial "all or none" language. Department heads concur with the consensus and the proposed plan document modifications.

Staff now recommends the Board adopt the modifications to the SRP plan document and to Resolution 2011-07. In addition, staff recommends the Board direct staff to offer the SRP to those designated employees for whom the CAO and the departments determine the offer will be fiscally and operationally viable.

FINANCING:

County departments reviewed the list of 168 eligible employees who enrolled in the SRP, and in conjunction with the County Administrator's Office, conducted a fiscal and operational review of the feasibility of approving the SRP offering to employees based upon each department's respective fiscal and operational needs.

ALTERNATIVES:

The Board could choose not to adopt the proposed modifications to the SRP plan document and to Resolution 2011-07; however this is not recommended by staff. The proposed modifications maximize the ability of departments to offer the SRP to eligible employees and increase the ability of departments and the County to reduce the size of the workforce by means other than layoffs.

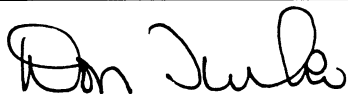
OTHER AGENCY INVOLVEMENT:

All County departments were involved in discussions on the SRP.

CAO RECOMMENDATION:

APPROVE DEPARTMENT
RECOMMENDATION

DEPARTMENT HEAD SIGNATURE:



DONALD W. TURKO
DIRECTOR OF HUMAN RESOURCES

Attachment A - SRP Plan Document
Attachment B - Resolution 2011-07