

**APPROVED**

**MAY 25 2010**



BY *Megan Chirula* deputy  
CLERK OF THE BOARD

**AGENDA SUBMITTAL TO SOLANO COUNTY BOARD OF SUPERVISORS**

<b>ITEM TITLE</b>		<b>BOARD MEETING DATE</b>	<b>AGENDA NUMBER</b>
Adopt a resolution to grant another designated period for two years additional CalPERS service credit as an early retirement incentive; Approve Certification of Governing Body's Action; Approve Certification of Compliance with Government Code Section 7507; and Approve Certification of Compliance with Government Code Section 20903		May 25, 2010	14
<b>Dept:</b>	Human Resources	<b>Supervisorial District Number</b>	
<b>Contact:</b>	Donald W. Turko	All	
<b>Extension:</b>	784-6170		
<b>Published Notice Required?</b>		Yes _____	No <u> X </u>
<b>Public Hearing Required?</b>		Yes _____	No <u> X </u>

**DEPARTMENTAL RECOMMENDATION:**

Staff recommends the Board of Supervisors:

- a. Adopt a resolution to grant another designated period for two years additional CalPERS service credit as an early retirement incentive authorized on May 11, 2010.
- b. Approve Certification of Governing Body's Action.
- c. Approve Certification of Compliance with Government Code Section 7507.
- d. Approve Certification of Compliance with Government Code Section 20903.

**SUMMARY/DISCUSSION:**

On May 11, 2010, the Board of Supervisors approved offering another designated period of 90 calendar days from May 26, 2010 through August 23, 2010 for granting two years additional CalPERS service credit as an early retirement incentive for specified job classifications and departments to reduce the size of the County workforce through means other than layoff. Government Code 7507 requires the added cost to the retirement fund for all eligible employees who retire during the designated period be disclosed at a public meeting at least two weeks prior to the adoption of the Resolution. The approximate cost of \$1,579,475 to provide this program was reported to the public at the May 11, 2010 Board of Supervisors meeting. In addition to disclosing the cost, the Board of Supervisors must adopt a Resolution and related certifications in order to implement this program. Staff recommends the Board of Supervisors adopt the attached Resolution and related certifications.

**FINANCING:**

The total cost, if all eligible employees retired during the designated window period, is approximately \$1,579,475. This cost would be added to the CalPERS employer rate beginning in FY2012/13 and amortized over a 20 year period. It is estimated this incentive will result in an increase to the Miscellaneous Plan of 0.052 of 1% and 0.090 of 1% for the Safety Plan. The approximate costs were calculated based on a formula provided by CalPERS.

The corresponding savings in salaries and benefits are approximately \$7,105,659, if the positions are kept vacant over a two year period as required. If approved, the Early Retirement Incentive Program will generate a net savings of \$5,526,184 to the County if all eligible employees retired during the designated window period.

The table below summarizes the current salary and benefits data, cost of offering the two years additional service credit, and potential savings for all eligible employees in the recommended classes

<b>Retirement Plan</b>	<b>2-Year Salary Savings (Payroll)</b>	<b>2-Year Benefits Savings</b>	<b>Total 2-Year Salary &amp; Benefits Savings</b>	<b>Cost of Offering GC 20903 (Amortized Over 20 Yrs)</b>	<b>Net Savings</b>
Miscellaneous	3,335,936	1,467,812	4,803,748	1,063,217	3,740,531
Safety	1,598,549	703,362	2,301,911	516,258	1,785,653
<b>Totals</b>	<b>4,934,485</b>	<b>2,171,174</b>	<b>7,105,659</b>	<b>1,579,475</b>	<b>5,526,184</b>

**ALTERNATIVES:**

The Board could choose not to adopt the Resolution and related certifications to provide two years additional service credit pursuant to Government Code 20903 for specified job classifications and departments. However, this is not recommended because this retirement incentive is being recommended as a cost saving measure which will reduce the size of the County workforce through means other than layoff.

**OTHER AGENCY INVOLVEMENT:**

The County Administrator's Office has reviewed this item and concurs with the Department's recommendation.

**CAO RECOMMENDATION:**

APPROVE DEPARTMENT  
RECOMMENDATION

**DEPARTMENT HEAD SIGNATURE:**



**Donald W. Turko**  
**Director of Human Resources**

- Attachment A:** Resolution to Grant Another Designated Period for Two Years Additional Service Credit (pages 4 – 5)
- Attachment B:** Certification of Governing Body's Action (page 6)
- Attachment C:** Certification of Compliance with Government Code Section 7507 (page 7)
- Attachment D:** Certification of Compliance with Government Code Section 20903 (page 8)

APPROVED

MAY 11 2010

BY *Maria Chiula*  
CLERK OF THE BOARD



AGENDA SUBMITTAL TO SOLANO COUNTY BOARD OF SUPERVISORS

<u>ITEM TITLE</u>		<u>BOARD MEETING DATE</u>	<u>AGENDA NUMBER</u>
Receive cost information and approve offering another designated period for granting two years additional California Public Employees' Retirement System service credit as an early retirement incentive for specified job classifications and departments pursuant to Government Code Section 20903 for local miscellaneous and safety members; and direct staff to present a resolution and required certifications for adoption at the May 25, 2010 Board meeting to implement this program		May 11, 2010	23
<b>Dept:</b>	Human Resources	<b>Supervisorial District Number</b>	
<b>Contact:</b>	Donald W. Turko	All	
<b>Extension:</b>	784-6170		
	<b>Published Notice Required?</b>	Yes _____	No <u> X </u>
	<b>Public Hearing Required?</b>	Yes _____	No <u> X </u>

**DEPARTMENTAL RECOMMENDATION:**

Staff recommends the Board of Supervisors:

- a. Receive cost information and approve offering another designated period for granting two years additional California Public Employees' Retirement System (CalPERS) service credit as an early retirement incentive for specified job classifications and departments pursuant to Government Code Section 20903 for local miscellaneous and safety members.
- b. Direct staff to present a resolution and required certifications for adoption at the May 25, 2010 Board meeting to implement this program.
- c. Direct staff to report back to the Board prior to the FY2010/11 mid year budget review regarding the number of employees who elected to take the early retirement incentive, the actual net savings to the County, and the administrative process for tracking vacant positions which result from these retirements.

**SUMMARY/DISCUSSION:**

Government Code Section 20903 allows agencies to provide two years additional service credit to CalPERS plan members who retire during a designated period specified by the County due to impending mandatory transfers, layoffs, or demotions, and who are at least 50 years old and have at least 5 years of service credit. Vacancies created by retirements under this section or at least one vacancy in any position in any department or organizational unit must remain

permanently unfilled resulting in an overall reduction in the work force in the department or organizational unit.

Previous Early Retirement Incentive Offering

On August 11, 2009, staff received approval to offer a designated window period of 120 calendar days from August 26, 2009 through December 23, 2009. As a result of that offering, 69 employees chose to exercise their retirement options pursuant to Government Code section 20903. The estimated general fund savings resulting from those retirements is \$1,027,080 for FY 2009/10, \$4,927,581 for FY 2010/11, and \$4,927,581 for FY 2011/12 for a total general fund savings of \$10,882,242.

To investigate what the effect of offering another designated window period might have on department service delivery in the event it was offered in the future, and to assess the financial implications to the County, Human Resources staff provided each department head in February 2010 with a listing of job classifications filled by employees who met the minimum requirements to retire. In doing so each department assessed the feasibility of offering the early retirement incentive in a classification against that department's operational ability to perform services if classes were held vacant for two years. In total, 8 department heads submitted recommendations for 19 job classifications, a copy of those classifications is attached, covering 40 eligible employees for which departments proposed to offer the two years additional service credit.

Government Code Section 7507 requires the added cost to the retirement fund for all eligible employees who retire during the designated period be disclosed at a public meeting at least two weeks prior to the adoption of the Resolution. Staff recommends the Board of Supervisors approve offering a designated period of 90 calendar days from May 26, 2010 through August 23, 2010, and direct staff to present a resolution and required certifications for adoption at the May 25, 2010 Board meeting to implement this program.

**FINANCING:**

The total cost, if all eligible employees retired during the designated window period, is approximately \$1,579,475. This cost would be added to the CalPERS employer rate beginning in FY2012/13 and amortized over a 20 year period. It is estimated this incentive will result in an increase to the Miscellaneous Plan of .052 of 1% and .090 of 1% for the Safety Plan. The approximate costs were calculated based on a formula provided by CalPERS.

The corresponding savings in salaries and benefits are approximately \$7,105,659 if the positions are kept vacant over a two year period as required. If approved, the Early Retirement Incentive Program will generate a net savings of \$5,526,184 to the County if all eligible employees retired during the designated window period.

The table below summarizes the current salary and benefits data, cost of offering the two years additional service credit, and potential savings for all eligible employees in the recommended classes.

<b>Retirement Plan</b>	<b>2-Year Salary Savings (Payroll)</b>	<b>2-Year Benefits Savings</b>	<b>Total 2-Year Salary &amp; Benefits Savings</b>	<b>Cost of Offering GC 20903 (Amortized Over 20 Yrs)</b>	<b>Net Savings</b>
Miscellaneous	3,335,936	1,467,812	4,803,748	1,063,217	3,740,531
Safety	1,598,549	703,362	2,301,911	516,258	1,785,653
<b>Totals</b>	<b>4,934,485</b>	<b>2,171,174</b>	<b>7,105,659</b>	<b>1,579,475</b>	<b>5,526,184</b>

**ALTERNATIVES:**

The Board could choose not to authorize offering the two years additional service credit pursuant to Government Code 20903. However, this is not recommended because this retirement incentive is being recommended as a cost saving measure which will reduce the size of the County workforce through means other than layoff.

**OTHER AGENCY INVOLVEMENT:**

The County Administrator's Office has reviewed this item and concurs with the Department's recommendation.

**CAO RECOMMENDATION:**

APPROVE DEPARTMENT  
RECOMMENDATION

**DEPARTMENT HEAD SIGNATURE:**



**Donald W. Turko**  
**Director of Human Resources**