



MARIPOSA COUNTY

Human Resources/Risk Management • (209) 742-1375



RESOLUTION - ACTION REQUESTED 2015-129

MEETING: March 24, 2015

TO: The Board of Supervisors

FROM: Steve Johnson, Human Resources Director - Risk Manager

RE: Rescind and Replace Resolution No. 15-112 - EPMC

RECOMMENDATION AND JUSTIFICATION:

Rescind Resolution No. 15-112 and Approve replacing it with a Resolution which correctly defines the amount of the Employer Paid Member Contributions ("EPMC") to be paid to the California Public Employees' Retirement System ("CalPERS") for employees in the Mariposa County Managerial and Confidential Organization ("MCMCO") bargaining unit and the Service Employees International Union Local 521 ("SEIU") bargaining unit Memorandums of Understanding ("MOU's") effective April 1, 2015.

At their meeting on March 10, 2015, the Board adopted Resolution No. 15-112 which correctly authorizes the County to pay 5% of the EPMC to CalPERS for employees in the MCMCO and SEIU bargaining units.

However, at the request of the County Auditor's Office, staff is now returning to the Board and is recommending rescinding Resolution Number 15-112 with an updated Resolution to reflect the following:

- The Resolution should indicate that the County will pay 5% of the EPMC for employees who receive the 2.7% @ 55 retirement formula and 4% of the EPMC for employees who receive the 2% @ 55 retirement formula (with MCMCO and SEIU covered employees paying 3%) in year one of their MOUs.
- The Resolution should indicate that the County has two retirement tiers and the percentage that the County agreed to in recent negotiations differs as well. Although the Board staff report appropriately reflected the two retirement tiers, which are 2.7% @ 55 and 2% @ 55, and the employee retirement contribution was properly reflected (8% and 7% for each tier, respectively), the actual Resolution didn't delineate this information.

By rescinding and replacing Resolution No. 15-112 with this amended Resolution, it will appropriately reflect the County's and the Unions' MOU's that were ratified by the bargaining units and in turn approved by the Board on March 10, 2015.

As noted in the Board staff report of March 10, 2015, in order to reduce the County's retirement contribution to zero at the end of the third year of the MOUs, two additional

Resolutions will be brought before the Board: one Resolution will be brought to the Board later this year to be effective November 1, 2015 and an additional Resolution will be brought to the Board to be effective November 1, 2016. After the November 2016 Resolution is adopted, the County will no longer be paying the employee retirement contribution and employees will be paying the entire contribution.

Consistent with the State of California Public Employee's Pension Reform Act ("PEPRA"), this action does not apply to those employees hired on or after January 1, 2013, who did not have prior CalPERS service or had a break in service from a CalPERS agency for more than six months.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

At their meeting of March 10, 2015, the Board of Supervisors adopted Resolution No. 15-112 which authorized the County to pay 5% of the EPMC for employees in the MCMCO and SEIU bargaining unit.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

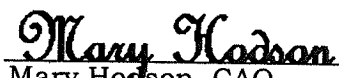
Without passage of this Resolution, the County cannot correctly implement the agreed upon payments of EPMC pursuant to recently negotiated MOUs with MCMCO and SEIU.

ATTACHMENTS:

EPMC Res No 15-112 (PDF)
MCMCO and SEIU EPMC Res 2015#1 (DOC)

CAO RECOMMENDATION

Requested Action Recommended



Mary Hoelson, CAO 3/19/2015

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]

MOVER: Kevin Cann, District IV Supervisor

SECONDER: Marshall Long, District III Supervisor

AYES: Rosemarie Smallcombe, Merlin Jones, Marshall Long, Kevin Cann

EXCUSED: John Carrier

MARIPOSA COUNTY RESOLUTION NO. 15-129

**RESOLUTION FOR PAYING AND REPORTING THE VALUE OF
EMPLOYER PAID MEMBER CONTRIBUTIONS**

WHEREAS, the governing body of the County of Mariposa has the authority to implement Government Code Section 20636(c)(4) pursuant to Section 20691; and

WHEREAS, the governing body of the County of Mariposa has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer, and reported as additional compensation; and

WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the County of Mariposa of a Resolution to commence paying and reporting the value of said Employer Paid Member Contributions (EPMC); and

WHEREAS, the governing body of the County of Mariposa has identified the following conditions for the purpose of its election to pay EPMC:

- This benefit shall apply to all Classic employees of the Management and Confidential group, code 002, and the General Employees (SEIU) group, code 003.
- This benefit shall consist of paying 5% of the normal member contributions as EPMC, and reporting the same percent (5%) of compensation earnable, for Classic 1st tier employees (2.7%@55), excluding Government Code Section 20636(c)(4), as additional compensation.
- This benefit shall consist of paying 4% of the normal member contributions as EPMC, and reporting the same percent (4%) of compensation earnable, for Classic 2nd tier employees (2%@55), excluding Government Code Section 20636(c)(4), as additional compensation.
- The effective date of this Resolution shall be April 1, 2015.

NOW, THEREFORE, BE IT RESOLVED that the Mariposa County Board of Supervisors, a political subdivision of the State of California, hereby elects to pay and report the value of EPMC as set forth above.

PASSED AND ADOPTED this 24th day of March, 2015 by the following vote:

AYES: SMALLCOMBE, JONES, LONG, CANN

NOES: NONE

ABSTAINED: NONE

EXCUSED: CARRIER

By: John Carrier, Vice-Chair


MERLIN JONES, Chair
Board of Supervisors

ATTEST:

APPROVED AS TO FORM:


RENÉ LaROCHE, Clerk of the Board


STEVEN W. DAHLEM, County Counsel