

**ALBANY MUNICIPAL SERVICES JOINT POWERS AUTHORITY  
BOARD OF DIRECTORS AGENDA  
STAFF REPORT**

Agenda Date: 6/20/11

Reviewed by: BP

**SUBJECT:** Resolution #JPA2011-6 to amend the contract between the Albany Municipal Services Joint Powers Authority and the California Public Employees' Retirement System to provide the "Different Level of Benefits" provision (§20475) for local miscellaneous members

**FROM:** Aaron Walker, Human Resources Manager  
Beth Pollard, City Manager/JPA Executive Director

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**STAFF RECOMMENDATION**

Approve Resolution #JPA2011-6, a resolution of intention to approve an amendment to the contract between the Board of Directors of the Albany Municipal Services Joint Powers Authority (JPA) and the Board of Administration of the California Public Employees' Retirement System, to provide a lower second tier of benefits for new employees.

**BACKGROUND AND DISCUSSION**

The California Public Employees' Retirement System (CalPERS) has multiple retirement formulas available that public agencies can select from for miscellaneous employees (non-safety).. These include 3%@60, 2.7%@55, 2.5%@55, 2%@55, and 2%@60. Each formula provides a percentage multiplier that is applied to the number of years of service at the designated retirement age. Currently, the JPA provides the 2.5%@55 retirement formula to its management, professional, and confidential employees for the years worked in Albany. This formula was contracted for in 2006, replacing the 2%@55 formula that was in place since 1999.

CalPERS permits a covered agency to amend its contract to provide a different level of benefits for employees hired after a certain date. The proposed "second-tier" benefit before the Board is the lower 2%@60 retirement formula. This is the formula the JPA/City of Albany had in place prior to amending its contract in 1999. Most other municipal agencies continue to contract for a higher retirement formula, but the JPA is taking active steps to reduce expenditures. This includes implementing this second-tier benefit for employees hired on or after July 26, 2011, and having current and future employees make contributions to CalPERS (another item on tonight's agenda) effective July 11, 2011.

**SUSTAINABILITY**

N/A

### **FINANCIAL IMPACT**

The cost savings for the second-tier retirement plan will depend upon what positions are hired in the future. The employer rate under this second-tier plan currently is 6.76% of wages, as opposed to the current employer rate under the first-tier plan of 10.27%

#### **Attachments:**

1. Resolution #JPA2011-6
2. CalPERS Contract pages