

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

Agenda Date: 6/20/11

Reviewed by: BP

SUBJECT: Resolution #JPA2011-5 to approve the updated benefits booklet for management and confidential employees

FROM: Aaron Walker, Human Resources Manager
Beth Pollard, City Manager

STAFF RECOMMENDATION

Approve Resolution #JPA2011-5, a resolution of the Board of Directors of the Albany Municipal Services Joint Powers Authority approving the updated benefits booklet for management and confidential employees.

BACKGROUND AND DISCUSSION

Similar to the way an MOU (memorandum of understanding) describes employee benefits to our represented staff, the Management and Confidential Employees Benefits Booklet outlines the benefits package provided to both JPA (Albany Municipal Services Joint Powers Authority) employees and safety management City employees. This booklet is updated when there are changes to the benefits package. What follows is a list of the proposed changes.

Management and confidential employees of the JPA will begin contributing 4.0% of wages to CalPERS (California Public Employees Retirement System) effective July 11, 2011. This constitutes one-half of the required 8.0% employee contribution. Deductions for these contributions will result in a decrease of pay for these employees. (There is a similar resolution and staff report that covers safety management and elected officials on the City of Albany agenda.)

Management and confidential employees of the JPA who are hired on or after July 26, 2011 will be enrolled in a lower-tier ("2% at 60"), lower-cost CalPERS program. They will contribute 3.5% of wages to CalPERS, which is one-half of the required 7% employee contribution.

Employees who complete educational programs/classes that are directly related to the present or known future needs of the agency can, with approval from the City Manager, seek reimbursement from the employer. The current maximum reimbursement for a management and confidential employee is \$750.00 per fiscal year. This maximum reimbursement will increase to \$2,000.00 per fiscal year, the same maximum that is currently in place for a represented police employee, subject to availability of funds.

SUSTAINABILITY

N/A

FINANCIAL IMPACT

The cost savings for JPA employees contributing 4.0% of wages to CalPERS will be approximately \$74,000.00 in fiscal year 2011-12. The cost savings for the lower-tier retirement plan will depend upon who is hired in the future. The cost of increasing the maximum education reimbursement will depend upon how many employees pursue the education and how costly it is. It is expected that one JPA employee will be pursuing an advanced degree in fiscal year 2011-12, which would result in an increased cost of \$1,250.00.

Attachments:

Resolution #JPA2011-5

Management and Confidential Employees Benefits Booklet