

**CITY OF ALBANY
CITY COUNCIL AGENDA
STAFF REPORT**

Agenda Date: 6/20/11

Reviewed by: BP

SUBJECT: Resolution #2011-29 to approve the updated benefits booklets for safety management employees and elected officials

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

STAFF RECOMMENDATION

Approve Resolution #2011-29, a resolution of the Albany City Council approving the updated benefits booklets for safety management employees and elected officials.

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 safety management employees. The Elected Officials Benefits Booklet outlines the benefits package provided to elected officials. These booklets are updated when there are changes to the benefits packages. What follows is a list of the proposed changes.

Management and confidential employees and the elected City Treasurer will begin contributing 4.0-4.5% of wages to CalPERS (California Public Employees Retirement System), effective July 11, 2011. This constitutes one-half of the required 8.0-9.0% employee contribution. The Police Chief will begin contributing 9.0% of wages to CalPERS, and will receive a partially offsetting 3.6% pay increase, as described in another staff report on tonight's Council agenda. Deductions for these contributions will result in a decrease of pay for these employees. (There is a similar resolution and staff report that covers Albany Municipal Services Joint Powers Authority employees on the JPA agenda.)

Safety management employees who complete educational programs/classes that are directly related to the present or known future needs of the City can, with approval from the City Manager, seek reimbursement from the employer. The current maximum reimbursement for a safety management 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 the City Treasurer and Battalion Chief contributing 4.0-4.5% of wages to CalPERS will be approximately \$7,600.00 in fiscal year 2011-12. The net cost savings for the Police Chief is \$6,800.00 as described in another staff report on tonight's Council agenda. The cost of increasing the maximum education reimbursement is expected to be \$1,250.00 for the one safety management employee who will be pursuing an advanced degree in fiscal year 2011-12.

Attachments:

Resolution #2011-29

Management and Confidential Employees Benefits Booklet

Elected Officials Benefits Booklet