

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

Agenda Date: 7/2/12

Reviewed by: BP

**SUBJECT:** Resolution #JPA2012-1 to approve the updated benefits booklet and salary schedule for management and confidential employees

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

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**STAFF RECOMMENDATION**

Approve Resolution #JPA2012-1, a resolution of the Board of Directors of the Albany Municipal Services Joint Powers Authority approving the updated benefits booklet and salary schedule 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 JPA (Albany Municipal Services Joint Powers Authority) employees. This booklet is updated when there are changes to the benefits package.

Management and confidential employees of the JPA began contributing 3.5-4.0% of wages to CalPERS (California Public Employees Retirement System) effective July 11, 2011. That constituted one-half of the required 7.0-8.0% employee contribution (7.0% for newly-hired employees with the lower, second-tier pension formula; 8.0% for existing employees). Deductions for those contributions resulted in a commensurate decrease of take-home pay for these employees.

These employees will increase their contributions to 7.0-8.0% of wages to CalPERS effective July 9, 2012. Concurrently, this benefits change will include a salary increase of 4.0%. These employees last received a salary increase on June 30, 2008. (Safety management employees are already contributing 9.0% of wages to CalPERS.) The new classification of Public Works Director/City Engineer, which was discussed at the June 18, 2012 Council meeting, is included in the Salary Schedule, and the job description is attached to this staff report.

**SUSTAINABILITY**

N/A

### **FINANCIAL IMPACT**

The net cost for this additional employee contribution to CalPERS and the offsetting salary increase will be approximately 0.5% of salary or \$9,000 in fiscal year 2012-13, and is within budgeted funds. The impact on employees will net decrease in take-home pay of approximately 0.4%.

#### **Attachments:**

1. Resolution #JPA2012-1
2. Management and Confidential Employees Benefits Booklet
3. Salary Schedule
4. Public Works Director/City Engineer Job Description