

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

Agenda Date: 9/4/12  
Reviewed by: BP

**SUBJECT:** Resolution #JPA2012-3 to grant a designated period for two years additional service credit

**FROM:** Beth Pollard, City Manager/JPA Executive Director

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**STAFF RECOMMENDATION**

Approve Resolution #JPA2012-3, a resolution to grant a designated period for the “Two Years Additional Service Credit” provision (§20903) for the classification of Public Works Manager.

**BACKGROUND**

The Public Works Division is currently overseen by the Public Works Manager. The responsibilities associated with City Engineer are performed through a consultant contract. This structure has generally served the City well over the years. Upon review of the current demands on the division, staff developed an alternative of a combined position of Public Works Director/City Engineer. On July 2, 2012, City Council reviewed the job description for the new position and approved its salary range for recruitment. On July 16, 2012, City Council passed a resolution of intention to approve this resolution.

**DISCUSSION/ANALYSIS**

The goals of restructuring department management and City Engineer services into a new position are stronger accountability, clearer definition of authority, more streamlined responsiveness to engineering issues, and cost efficiency. It results in the need to recruit and appoint a Public Works Director/City Engineer as the department head. The consequences of this change are the termination of the contract with the City’s consulting City Engineer, Randy Leptien of Leptien, as City Engineer, and the elimination of the Public Works Manager position, and departure of its incumbent, Rich Cunningham, who is not an engineer.

The JPA’s contract with the California Public Employees’ Retirement System (CalPERS) includes a section that allows the JPA to offer two years of additional service credit to certain employees who retire during a designated period. Because of an impending change in the manner of performing service, the best interests of the agency will be served by granting such additional service credit for the classification of Public Works

Manager. If the incumbent in that position opts for this provision, a retirement date could occur following the second review by the legislative body. Implementation of the provision for this position is expected to generate an overall cost savings for the City, as well as provide an opportunity to reorganize job duties and responsibilities.

**SUSTAINABILITY**

N/A

**FINANCIAL IMPACT**

This section is designed to meet the CalPERS financial impact disclosure requirements described above for the Public Works Manager classification. The cost of implementing this provision will be folded into the employer's contribution to CalPERS. The estimated future annual cost is \$3,340 per year for a twenty-year period, totaling \$66,800, beginning in Fiscal Year 2014-15. Costs are expected to be offset by a reduction in contract services; additionally, the new Public Works Director/City Engineer will be enrolled in the lower-tier 2% @60 pension plan.

**Attachments:**

1. Resolution #JPA2012-3