



# MARIPOSA COUNTY

Human Resources/Risk Management • (209) 966-3222



## **RESOLUTION - ACTION REQUESTED 2014-567**

MEETING: October 28, 2014

TO: The Board of Supervisors

FROM: Steve Dahlem, County Counsel/Interim HR Director-Risk Manager

RE: Resolution for Employer Paid Member Contributions

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### **RECOMMENDATION AND JUSTIFICATION:**

Adopt a Resolution authorizing the County to pay 3% of the Employer Paid Member Contributions (EPMC) to the California Public Employees' Retirement System (CalPERS) for employees in the Sheriffs' Management Association (SMA) and Deputy Sheriffs' Association (DSA) effective January 1, 2015. Currently, the County pays 6% of the 9% employee contribution for all employees in these bargaining groups who were hired prior to January 1, 2013. Those employees hired on or after January 1, 2013, and who did not have prior CalPERS service are subject to the Public Employees' Pension Reform Act (PEPRA) and this action does not apply to them.

Prior to labor negotiations in 2013 with the SMA and DSA, the County paid the entire 9% of the employee contribution for all employees in these bargaining groups who were hired prior to January 1, 2013. During labor negotiations, employees in these groups agreed to pay a total of 6% of the 9% employee retirement contribution to CalPERS over a two-year period. The employees began paying 3% of their retirement contribution effective February 1, 2014, and they agreed to pay another 3% for a total of 6% effective January 1, 2015. In order to effectuate the additional 3% payment that will go into effective January 1, 2015, CalPERS requires the adoption of the attached Resolution.

To offset the payment of employee retirement contributions, salary increases were also agreed upon during the 2013 negotiations. Effective January 1, 2014, DSA and SMA employees received an 8% increase in salary. Effective January 1, 2015, these employees will receive another 8% increase in salary.

### **BACKGROUND AND HISTORY OF BOARD ACTIONS:**

On December 17 2013, the Board adopted Resolution No. 13-573 which authorized the County to pay 6% of the 9% EPMC for DSA and SMA employees, which meant that employees in these groups would be responsible for paying 3% of the EPMC.

**ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

N/A. This action will make effective the terms and conditions agreed upon by the County and the DSA and SMA during labor negotiations.

**ATTACHMENTS:**

**DSA and SMA EPMC Res 2014 (DOC)**

**CAO RECOMMENDATION**

Requested Action Recommended

*Mary Hodson*

Mary Hodson, Interim CAO 10/22/2014

**RESULT: ADOPTED [4 TO 0]**

**MOVER:** John Carrier, District V Supervisor

**SECONDER:** Lee Stetson, District I Supervisor

**AYES:** Lee Stetson, Merlin Jones, Kevin Cann, John Carrier

**RECUSED:** Janet Bibby

**MARIPOSA COUNTY RESOLUTION NO. 14-567**

**A RESOLUTION FOR EMPLOYER PAID MEMBER CONTRIBUTIONS**

**WHEREAS**, the governing body of the County of Mariposa has the authority to implement Government Code Section 20691; and

**WHEREAS**, the governing body of the County of Mariposa has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer; and

**WHEREAS**, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the County of Mariposa of a Resolution to commence said Employer Paid Member Contribution (EPMC); and

**WHEREAS**, the governing body of the County of Mariposa has identified the following conditions for the purpose of its election to pay EPMC:

- This benefit shall apply to all employees of the Sheriff Deputies and Jail group, code 004 and Sheriffs Management group, code 005.
- This benefit shall consist of paying 3% of the normal member contributions as EPMC.
- The effective date of this Resolution shall be January 1, 2015.

**NOW, THEREFORE, BE IT RESOLVED** Mariposa County Board of Supervisors, a political subdivision of the State of California, hereby elects to pay EPMC as set forth above.

**PASSED AND ADOPTED** this 28<sup>th</sup> day of October, 2014 by the following vote:

<b>AYES:</b>	<b>STETSON, JONES, CANN, CARRIER</b>
<b>NOES:</b>	<b>NONE</b>
<b>ABSTAINED:</b>	<b>NONE</b>
<b>RECUSED:</b>	<b>BIBBY</b>

  
\_\_\_\_\_  
KEVIN CANN, Chair

**ATTEST:**

**APPROVED AS TO FORM:**

  
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RENÉ LaROCHE,  
Clerk of the Board

  
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STEVEN W. DAHLEM  
County Counsel