



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: November 17, 2015

Subject: Implementing Two Percent Cost of Living Adjustment to Retirement Benefit for Employees in Specified Units

RECOMMENDATION(S):

Acting in its capacities as the Board of Supervisors and the Contra Costa County Fire District Board, ADOPT Resolution No. 2015/445 making Government Code section 31870 (Two Percent Cost of Living Adjustment to Retirement Benefit) applicable to safety employees in specified units, who become new members of the Contra Costa County Employee Retirement Association in the PEPR Retirement Tier on or after January 1, 2016

FISCAL IMPACT:

Implementation of a change in the Cost of Living Adjustment (COLA) to the pension benefit for employees in the specific units of Probation Management, Fire Management, and AFSCME, Local 512, who become new members of CCCERA on or after January 1, 2016, in the PEPR Retirement Tier, is intended to result in long term savings for both the employees and the County.

BACKGROUND:

The County has completed all negotiations with all bargaining groups with respect to a proposed change in the cost of living adjustment to the pension benefit. For purposes of

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **11/17/2015** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Mary N. Piepho, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: November 17, 2015

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Lisa Driscoll, County Finance Director (925) 335-1023

By: June McHuen, Deputy

implementing a two percent (2%) COLA to the pension benefit, both the unrepresented Probation Management Unit and the AFSCME 512 Safety Unit are tied to the

BACKGROUND: (CONT'D)

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Probation Peace Officers negotiation and the unrepresented Fire Management Unit is tied to the United Chief Officers Association. Per the new MOUs, all three of these bargaining groups have an effective date of January 1, 2016, for the two percent cost of living adjustment to the pension benefit for the PEPRA Retirement Tier.

Employees in the unrepresented Probation Management Unit, AFSCME 512 Safety Unit, and unrepresented Fire Management Unit who become new members of CCCERA in the PEPRA Retirement Tier, on or after January 1, 2016, also will have up to a two percent banked COLA to their retirement benefit (Government Code, § 31870), rather than up to a three percent banked COLA (Government Code, § 31870.1), applicable to some safety members of CCCERA.

Consistent with the bargaining group agreements, Resolution 2015/445 will effect the change to the pension COLA for all future employees of the Probation Management Unit, AFSCME 512 Safety Unit, and Fire Management Unit who become New Members of CCCERA in the PEPRA Tier on or after January 1, 2016. (Government Code, § 31483.)

CONSEQUENCE OF NEGATIVE ACTION:

Delay in implementation of newly negotiated two percent cost of living adjustment to retirement benefit.

ATTACHMENTS

Resolution No. 2015/445