



**Contra  
Costa  
County**

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: February 9, 2016

Subject: Confirm Implementation of Two Percent Cost of Living Adjustment to Retirement Benefit for Employees Represented by Specified Bargaining Units

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**RECOMMENDATION(S):**

ADOPT Resolution No. 2016/65 confirming applicability of Government Code section 31870 (Two Percent Cost of Living Adjustment to Retirement Benefit) for employees represented by AFSCME Local 512, AFSCME Local 2700, and Western Council of Engineers, who become New Members of CCCERA on and after July 1, 2014, in the PEPPRA Retirement Tier.

**FISCAL IMPACT:**

Implementation of a change in the Cost of Living Adjustment (COLA) to the pension benefit for employees represented by AFSCME Local 512, AFSCME Local 2700, and Western Council of Engineers, who become New Members of CCCERA on and after July 1, 2014, in the PEPPRA Retirement Tier is intended to result in long term savings for both the employees and the County.

**BACKGROUND:**

In the Memoranda of Understanding ratified by AFSCME Local 512, AFSCME Local 2700, and Western Council of Engineers and approved by the Board of Supervisors on July 29, 2014 by Resolution No. 2014/256, No. 2014/257, and No. 2014/258 respectively, the

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **02/09/2016** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

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

ABSENT: John Gioia, District I Supervisor

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

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: February 9, 2016

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

By: Chris Heck, Deputy

parties agreed that employees represented by AFSCME Local 512, AFSCME Local 2700, and Western Council of Engineers who become New Members of CCCERA on or after July 1, 2014, in

## BACKGROUND: (CONT'D)

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the PEPRA Retirement Tier 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) as applicable to certain other members of CCCERA. Employees hired on or after July 1, 2014, in classifications eligible for membership in CCCERA, become members of CCCERA on or August 1, 2014. (Government Code, § 31552.)

Consistent with the respective Memoranda of Understanding with the above-named labor organizations, adoption of Resolution No. 2016/65 will confirm the change to the COLA for future employees who become New Members of CCCERA in the PEPRA Tier. (Government Code, §31483.)

## CONSEQUENCE OF NEGATIVE ACTION:

Inconsistency regarding implementation methodology for negotiated two percent cost of living adjustment to retirement benefit.

## ATTACHMENTS

Resolution No. 2016/65