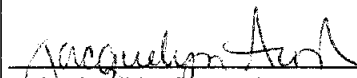


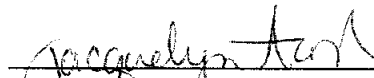


City of Carson Report to Mayor and City Council

March 4, 2014
New Business Consent

SUBJECT: ADOPTION OF RESOLUTION NO. 14-018 APPROVING THE ELIMINATION OF CALPERS EMPLOYER PAID MEMBER CONTRIBUTIONS (EPMC) FOR FULL-TIME REPRESENTED EMPLOYEES, UNCLASSIFIED MANAGEMENT EMPLOYEES, AND THE CITY CLERK AND CITY TREASURER


Submitted by Jacquelyn Acosta
Acting City Manager


Approved by Jacquelyn Acosta
Acting City Manager

I. SUMMARY

Resolution No. 14-018 (Exhibit No. 1) is being presented to the City Council for adoption. This resolution approves the elimination of the City's Employer Paid Member Contributions (EPMC) for full-time represented employees, unclassified management employees, and the City Clerk and City Treasurer effective March 1, 2014, as agreed to by all represented employee groups during the last negotiations, and as allowed and encouraged by the California Public Employees Pension Reform Act of 2013 (PEPRA).

II. RECOMMENDATION

WAIVE further reading and ADOPT Resolution No. 14-018, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CITY'S CALPERS EMPLOYER PAID MEMBER CONTRIBUTIONS FOR FULL-TIME REPRESENTED EMPLOYEES, UNCLASSIFIED MANAGEMENT EMPLOYEES, AND THE CITY CLERK AND CITY TREASURER"

III. ALTERNATIVES

None, this item was successfully negotiated at the direction of the City Council.

IV. BACKGROUND

The California Public Employees Pension Reform Act of 2013 (PEPRA) took effect on January 1, 2013. One of several reforms allowed and encouraged in PEPRA is to eliminate Employer Paid Member Contributions (EPMC). EPMC allows an employer to pay all or part of a member's contributions to the City's Defined Benefit Retirement Plan.

Consequently, the City took measures to implement PEPRA's reforms by collectively bargaining in good faith with the City's represented bargaining units regarding the elimination of Employer Paid Member Contributions (EPMC). Ultimately, the elimination of EPMC was successfully negotiated and has been agreed to by the City's represented bargaining units. Approval of Resolution No.

14-018 will officially eliminate EPMC for all full-time represented employees, unclassified management employees, and the City Clerk and City Treasurer effective March 1, 2014. Upon elimination of EPMC, employees will pay 100% of their employee contributions to CalPERS; therefore, the City will no longer make contributions to CalPERS on behalf of employees.

The City does not contribute EPMC for part-time CalPERS members as they currently contribute the entire amount of their employee member contributions.

V. **FISCAL IMPACT**

The City will no longer pay the member contributions on behalf of full-time represented employees.

VI. **EXHIBITS**

- 1. Resolution No. 14-018. (pg. 3)

Prepared by: Jackie Acosta, Acting City Manager

Document 1

TO: Rev 01-06-2014

Reviewed by:

| | |
|-------------------------|--------------------|
| City Clerk | City Treasurer |
| Administrative Services | Public Works |
| Community Development | Community Services |

| | |
|-------------------------------------|--------------|
| Action taken by City Council | |
| Date _____ | Action _____ |
| | |

RESOLUTION NO. 14-018

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CITY'S CALPERS EMPLOYER PAID MEMBER CONTRIBUTIONS FOR FULL-TIME REPRESENTED EMPLOYEES, UNCLASSIFIED MANAGEMENT EMPLOYEES, AND THE CITY CLERK AND CITY TREASURER

WHEREAS, the governing body of the City of Carson, California, has the authority to implement Government Code Section 20691;

WHEREAS, the governing body of the City of Carson, California, has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer;

WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the City of Carson, California of a Resolution to commence said Employer Paid Member Contributions (EPMC);

WHEREAS, the governing body of the City of Carson, California, has identified the following conditions for the purpose of its election to pay EPMC:

- This benefit shall apply to full-time represented employees, unclassified management employees, and the City Clerk and City Treasurer.
- This benefit shall consist of paying zero percent (0%) of the normal member contributions as EPMC.
- The effective date of this Resolution shall be March 1, 2014.

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, DOES HEREBY FIND, DETERMINE, AND ELECT to pay EPMC, as set forth above.

PASSED, APPROVED and ADOPTED this 4th day of March, 2014.

MAYOR JIM DEAR

ATTEST:

CITY CLERK DONESIA L. GAUSE

APPROVED AS TO FORM:

CITY ATTORNEY