



DATE: March 22, 2017

TO: Waste Management Authority Board

FROM: Wendy Sommer, Executive Director

BY: Pat Cabrera, Administrative Services Director

SUBJECT: Two-Year Service Credit Enabling Resolution

SUMMARY

At its March 22, 2017 meeting, staff is recommending that the WMA Board adopt the attached resolution, which is the final step required to offer eligible employees in the Program Manager I, Program Manager II and Senior Program Manager classifications a two- year service credit (in exchange for retirement).

DISCUSSION

At the January 25, 2017 closed session meeting, the WMA Board authorized the Executive Director to move forward with achieving ongoing labor savings by offering eligible employees the opportunity to retire with two years additional service credit. The Board approved offering this option to the eligible employees at its meeting on February 22, 2017. The California Public Employee Retirement System (CalPERS) allows a public agency to offer this benefit provided that it complies with the following (our response is underlined):

1. WMA Board adopts a contract amendment to provide for this benefit. This was done in June, 2008.
2. WMA Board defines the window period for which eligible employees can decide to retire under this option, designates the classifications, and states the maximum cost should all the eligible employees choose to retire with additional service credit. This was presented at the February 22, 2017 WMA Board meeting. The Board approved the designated window period of May 1, 2017 to September 30, 2017; the designated classifications which are the Program Manager I, Program Manager II and the Senior Program Manager classifications; and the required cost information was presented (see chart on page two).
3. WMA Board adopts the resolution specifying the window period and classifications. The resolution is attached.

4. WMA Board President signs required documents certifying that: a) the two-year service credit is being granted in lieu of impending layoffs resulting in a permanent reduction in work force, and b) the future cost has been made public in a public meeting at least two weeks prior to adoption of the resolution (this information was presented at the February 22, 2017, which exceeds the two week requirement). This will occur following approval of the resolution.

Cost and Savings Chart

Employees taking two-year service credit	Estimated One-Time Total Cost	Ongoing Annual Savings Includes backfill estimates as needed
9 (max)	\$892,000	\$635,000
5	\$509,000	\$557,000
3*	\$301,000	\$348,000

*Cost and savings based on three definite "opt ins"

RECOMMENDATION

Staff recommends that the WMA Board approve the attached resolution which will allow the Authority to offer the two-year service credit to eligible employees in the Program Manager I, Program Manager II and Senior Program Manager classifications with the designated window period to begin May 1, 2017 and end September 30, 2017.

Attachment: Resolution granting the designated period for the two years additional service credit

**BOARD OF DIRECTORS
OF THE
ALAMEDA COUNTY WASTE MANAGEMENT AUTHORITY
RESOLUTION
TO
GRANT ANOTHER DESIGNATED PERIOD
FOR
TWO YEARS ADDITIONAL SERVICE CREDIT**

WHEREAS, the Board of Directors of the Alameda County Waste Management Authority is a contracting Public Agency of the Public Employees' Retirement System; and

WHEREAS, said Public Agency desires to provide another designated period for Two Years Additional Service Credit, Section 20903, based on the contract amendment included in said contract which provided for Section 20903, Two Years Additional Service Credit, for eligible members;

NOW, THEREFORE, BE IT RESOLVED, that said Board of Directors does seek to add another designated period, and does hereby authorize this Resolution, indicating a desire to add a designated period from May 1, 2017 through September 30, 2017 for eligible miscellaneous members in the Program Manager I, Program Manager II and Senior Program Manager classifications.

Adopted and approved this 22nd day of March, 2017.

BOARD OF DIRECTORS
OF THE
ALAMEDA COUNTY WASTE MANAGEMENT
AUTHORITY

BY _____
Dan Kalb, Presiding Officer

Attest:

Wendy Sommer, Executive Director
Secretary