

EL DORADO LAFCO

LOCAL AGENCY FORMATION COMMISSION

AGENDA OF APRIL 22, 2009

REGULAR MEETING

TO: Francesca Loftis, Chair, and
Members of the El Dorado County Local Agency Formation
Commission

FROM: José C. Henríquez, Executive Officer

**AGENDA ITEM #2E: APPROVAL OF AN AMENDMENT TO THE PERSONNEL
POLICIES AND PROCEDURES RELATING TO CALPERS
CONTRIBUTIONS**

RECOMMENDATION

Staff recommends that the Commission amend its Personnel Policies and Procedures to define the employee share of CalPERS contribution.

REASON FOR RECOMMENDED ACTION AND BACKGROUND

Staff submits the following language in order to amend the LAFCO Personnel Policies and Procedures consistent with the Commission's direction at the March 25, 2009 meeting. By adopting this language, the PERS contribution percentage for any new employee is locked through the length of his or her employment with this agency, barring a subsequent amendment.

The language in Section 3.1C is amended to read:

LAFCO provides, through the California Public Employees Retirement System (CalPERS), a retirement plan for eligible employees. *Existing employees hired before January 1, 2009 shall continue receiving all CalPERS benefits and allocation contributions they were receiving as of December 31, 2008. New employees hired after January 1, 2009 shall pay the full 7.0% employee share of PERS contribution for the first twenty-six (26) pay periods of continuous LAFCO service. At the expiration of twenty-six (26) pay periods of employment, LAFCO will pay 3.5% of the employee's contribution to PERS from the twenty-seventh (27th) to fifty-second (52nd) pay period of continuous LAFCO service. Beginning with the fifty-third (53rd) pay period of continuous LAFCO service, LAFCO will pay the full 7.0% of the employee's PERS contribution.* The Commission will review and

establish the benefits annually at its discretion. A Benefits Summary Chart will be prepared annually setting forth these benefits and provided to all LAFCO employees.

Attachments

Attachment A: Extract from Appendix F of the Commission's Policies and Guidelines (Personnel Policies and Procedures) – Section 3.1 Insurance and Other Benefits