



DATE: September 12, 2007

TO: Honorable Mayor and City Councilmembers

FROM: Human Resources Department

SUBJECT: **ADOPTION OF RESOLUTIONS IMPLEMENTING THE EMPLOYER PAID MEMBER CONTRIBUTIONS (EPMC) FOR DESIGNATED BARGAINING UNITS**

SYNOPSIS

Staff recommends City Council adopt the attached separate resolutions to provide the Employer Paid Member Contributions (EPMC) as special compensation for retirement purposes for the following bargaining units:

- Oceanside Police Officers' Association (safety)
- Oceanside City Employees' Association
- Oceanside Harbor Police Officers' Unit
- Western Council of Engineers
- Oceanside Fire Management Association
- Unrepresented employees

BACKGROUND

During the period from May 1998 through September 2001, City management representatives met and conferred with representatives of the City's recognized bargaining units and reached agreements of Memoranda of Understanding, which were approved by the City Council. Contained in these agreements was a provision to implement the Employer Paid Member Contributions (EPMC) as special compensation for retirement purposes. The EPMC provision was implemented and City employees are currently receiving this benefit. However, recently the City was notified by CalPERS that they require separate resolutions for each bargaining unit and the City must adopt separate resolutions for each bargaining unit in order to continue this benefit.

ANALYSIS

The City currently pays the employee 7 percent CalPERS contribution for non-safety employees and the 9 percent CalPERS contribution for safety employees, known as the EPMC. The City reports this contribution as special compensation for retirement purposes.

The City previously agreed to include the EPMC as special compensation as follows:

- Oceanside Police Officers' Association (safety): adopted July 14, 1999, effective January 2004.
- Oceanside City Employees' Association: adopted September 5, 2001, effective June 2003.
- Unrepresented employees: adopted November 3, 1999, effective November 1999.
- Oceanside Harbor Police Officers' Unit: Adopted July 14, 1999, effective January 2004.
- Western Council of Engineers (previous OCEA members): adopted August 17, 2005, effective August 2005.
- Oceanside Fire Management Association: adopted November 20, 2002, effective November 2002.

All other bargaining units have separate resolutions on file with CalPERS, and as such do not require any action.

FISCAL IMPACT

There is no additional cost to implement the proposed resolutions.

COMMISSION OR COMMITTEE REPORT

Does not apply.

CITY ATTORNEY'S ANALYSIS

The referenced documents have been reviewed by the City Attorney and approved as to form.

RECOMMENDATION

Staff recommends the City Council adopt the attached separate resolutions to provide the Employer Paid Member Contributions (EPMC) as special compensation for retirement purposes for the following bargaining units:

- Oceanside Police Officers' Association (safety)
- Oceanside City Employees' Association
- Oceanside Harbor Police Officers' Unit
- Western Council of Engineers
- Oceanside Fire Management Association
- Unrepresented employees

PREPARED BY:

SUBMITTED BY:



Brian J. Kammerer
Human Resources Director



Peter A. Weiss
Interim City Manager

REVIEWED BY:

Michelle Skaggs Lawrence, Deputy City Manager



1 RESOLUTION NO. ____

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
3 OCEANSIDE TO REPORT THE VALUE OF PERS EMPLOYER
4 PAID MEMBER CONTRIBUTIONS AS SPECIAL
5 COMPENSATION FOR THE OCEANSIDE POLICE OFFICERS'
6 ASSOCIATION (SAFETY)

7 WHEREAS, the City of Oceanside has the authority to implement Government Code
8 Section 20636 (c) (4) pursuant to Section 20691; and

9 WHEREAS, the City of Oceanside has a written policy or agreement which specifically
10 provides for the inclusion of normal member contributions paid by the employer on behalf of
11 the members as additional compensation; and

12 WHEREAS, one of the steps in the procedures to implement this section is the adoption
13 of a Resolution by the governing body of the City of Oceanside giving notice of its intention to
14 commence reporting the value of Employer Paid Member Contributions (EPMC) as
15 compensation for all members of the Oceanside Police Officers' Association (safety); and

16 WHEREAS, the following is a statement of the proposed change in reporting
17 compensation to CalPERS:

18 The City of Oceanside elects to pay nine percent (9%) of employees' compensation
19 earnable as Employer Paid Member Contributions and report the same percent of compensation
20 earnable (excluding Government Code Section 20636 (c) (4)) as additional compensation.

21 This benefit shall apply to all employees of the Oceanside Police Officers' Association
22 (safety).

23 The effective date of this Resolution shall be January 4, 2004.

24 NOW, THEREFORE, the City Council of the City of Oceanside does resolve as follows:

25 SECTION 1. The City of Oceanside shall implement Government Code Section 20636
26 (c) (4) pursuant to Section 20691 by paying and reporting the value of Employer Paid Member
27 Contributions for all employees of the Oceanside Police Officers' Association (safety) as
28 indicated above.

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PASSED AND ADOPTED by the City Council of the City of Oceanside,
California, this _____ day of _____, 2007, by the following vote:

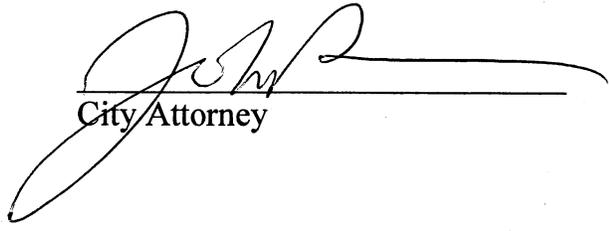
- AYES:
- NAYS:
- ABSENT:
- ABSTAIN:

MAYOR OF THE CITY OF OCEANSIDE

ATTEST:

City Clerk

APPROVED AS TO FORM:



City Attorney

1 RESOLUTION NO. ____

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
3 OCEANSIDE TO REPORT THE VALUE OF PERS EMPLOYER
4 PAID MEMBER CONTRIBUTIONS AS SPECIAL
5 COMPENSATION FOR THE OCEANSIDE CITY EMPLOYEES'
6 ASSOCIATION

7 WHEREAS, the City of Oceanside has the authority to implement Government Code
8 Section 20636 (c) (4) pursuant to Section 20691; and

9 WHEREAS, the City of Oceanside has a written policy or agreement which specifically
10 provides for the inclusion of normal member contributions paid by the employer on behalf of
11 the members as additional compensation; and

12 WHEREAS, one of the steps in the procedures to implement this section is the adoption
13 of a Resolution by the governing body of the City of Oceanside giving notice of its intention to
14 commence reporting the value of Employer Paid Member Contributions (EPMC) as
15 compensation for all members of the Oceanside City Employees' Association; and

16 WHEREAS, the following is a statement of the proposed change in reporting
17 compensation to CalPERS:

18 The City of Oceanside elects to pay seven percent (7%) of employees' compensation
19 earnable as Employer Paid Member Contributions and report the same percent of compensation
20 earnable (excluding Government Code Section 20636 (c) (4)) as additional compensation.

21 This benefit shall apply to all employees of the Oceanside City Employees' Association.

22 The effective date of this Resolution shall be June 6, 2003.

23 NOW, THEREFORE, the City Council of the City of Oceanside does resolve as follows:

24 SECTION 1. The City of Oceanside shall implement Government Code Section 20636
25 (c) (4) pursuant to Section 20691 by paying and reporting the value of Employer Paid Member
26 Contributions for all employees of the Oceanside City Employees' Association as indicated
27 above.
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PASSED AND ADOPTED by the City Council of the City of Oceanside,
California, this _____ day of _____, 2007, by the following vote:

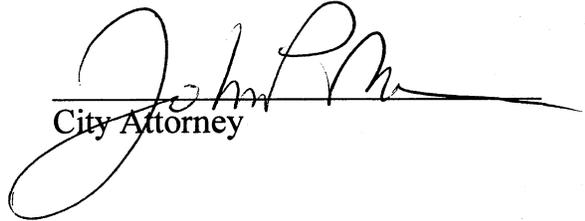
- AYES:
- NAYS:
- ABSENT:
- ABSTAIN:

MAYOR OF THE CITY OF OCEANSIDE

ATTEST:

APPROVED AS TO FORM:

City Clerk



City Attorney

1 RESOLUTION NO. ____

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
3 OCEANSIDE TO REPORT THE VALUE OF PERS EMPLOYER
4 PAID MEMBER CONTRIBUTIONS AS SPECIAL
5 COMPENSATION FOR THE OCEANSIDE HARBOR POLICE
6 OFFICERS' UNIT

7 WHEREAS, the City of Oceanside has the authority to implement Government Code
8 Section 20636 (c) (4) pursuant to Section 20691; and

9 WHEREAS, the City of Oceanside has a written policy or agreement which specifically
10 provides for the inclusion of normal member contributions paid by the employer on behalf of
11 the members as additional compensation; and

12 WHEREAS, one of the steps in the procedures to implement this section is the adoption
13 of a Resolution by the governing body of the City of Oceanside giving notice of its intention to
14 commence reporting the value of Employer Paid Member Contributions (EPMC) as
15 compensation for all members of the Oceanside Harbor Police Officers' Unit; and

16 WHEREAS, the following is a statement of the proposed change in reporting
17 compensation to CalPERS:

18 The City of Oceanside elects to pay nine percent (9%) of employees' compensation
19 earnable as Employer Paid Member Contributions and report the same percent of compensation
20 earnable (excluding Government Code Section 20636 (c) (4)) as additional compensation.

21 This benefit shall apply to all employees of the Oceanside Harbor Police Officers' Unit.

22 The effective date of this Resolution shall be January 4, 2004.

23 NOW, THEREFORE, the City Council of the City of Oceanside does resolve as follows:

24 SECTION 1. The City of Oceanside shall implement Government Code Section 20636
25 (c) (4) pursuant to Section 20691 by paying and reporting the value of Employer Paid Member
26 Contributions for all employees of the Oceanside Harbor Police Officers' Unit as indicated
27 above.
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California, this _____ day of _____, 2007, by the following vote:

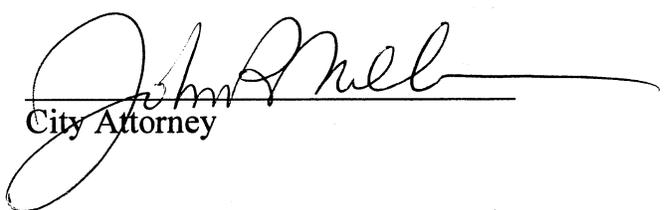
AYES:
NAYS:
ABSENT:
ABSTAIN:

MAYOR OF THE CITY OF OCEANSIDE

ATTEST:

APPROVED AS TO FORM:

City Clerk



City Attorney

1 RESOLUTION NO. _____

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
3 OCEANSIDE TO REPORT THE VALUE OF PERS EMPLOYER
4 PAID MEMBER CONTRIBUTIONS AS SPECIAL
5 COMPENSATION FOR THE WESTERN COUNCIL OF
6 ENGINEERS

7 WHEREAS, the City of Oceanside has the authority to implement Government Code
8 Section 20636 (c) (4) pursuant to Section 20691; and

9 WHEREAS, the City of Oceanside has a written policy or agreement which specifically
10 provides for the inclusion of normal member contributions paid by the employer on behalf of
11 the members as additional compensation; and

12 WHEREAS, one of the steps in the procedures to implement this section is the adoption
13 of a Resolution by the governing body of the City of Oceanside giving notice of its intention to
14 commence reporting the value of Employer Paid Member Contributions (EPMC) as
15 compensation for all members of the Western Council of Engineers; and

16 WHEREAS, the following is a statement of the proposed change in reporting
17 compensation to CalPERS:

18 The City of Oceanside elects to pay seven percent (7%) of employees' compensation
19 earnable as Employer Paid Member Contributions and report the same percent of compensation
20 earnable (excluding Government Code Section 20636 (c) (4)) as additional compensation.

21 This benefit shall apply to all employees of the Western Council of Engineers.

22 The effective date of this Resolution shall be August 17, 2005.

23 NOW, THEREFORE, the City Council of the City of Oceanside does resolve as follows:

24 SECTION 1. The City of Oceanside shall implement Government Code Section 20636
25 (c) (4) pursuant to Section 20691 by paying and reporting the value of Employer Paid Member
26 Contributions for all employees of the Western Council of Engineers as indicated above.
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1 PASSED AND ADOPTED by the City Council of the City of Oceanside,
2 California, this _____ day of _____, 2007, by the following vote:

- 3 AYES:
- 4 NAYS:
- 5 ABSENT:
- 6 ABSTAIN:

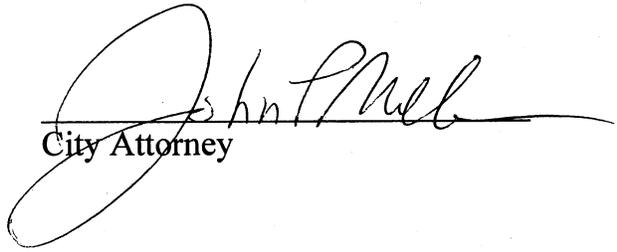
8 MAYOR OF THE CITY OF OCEANSIDE

10 ATTEST:

APPROVED AS TO FORM:

11 _____
12 _____
13 City Clerk

City Attorney



1 RESOLUTION NO. ____

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
3 OCEANSIDE TO REPORT THE VALUE OF PERS EMPLOYER
4 PAID MEMBER CONTRIBUTIONS AS SPECIAL
5 COMPENSATION FOR THE OCEANSIDE FIRE
6 MANAGEMENT ASSOCIATION

7 WHEREAS, the City of Oceanside has the authority to implement Government Code
8 Section 20636 (c) (4) pursuant to Section 20691; and

9 WHEREAS, the City of Oceanside has a written policy or agreement which specifically
10 provides for the inclusion of normal member contributions paid by the employer on behalf of
11 the members as additional compensation; and

12 WHEREAS, one of the steps in the procedures to implement this section is the adoption
13 of a Resolution by the governing body of the City of Oceanside giving notice of its intention to
14 commence reporting the value of Employer Paid Member Contributions (EPMC) as
15 compensation for all members of the Oceanside Fire Management Association; and

16 WHEREAS, the following is a statement of the proposed change in reporting
17 compensation to CalPERS:

18 The City of Oceanside elects to pay nine percent (9%) of employees' compensation
19 earnable as Employer Paid Member Contributions and report the same percent of compensation
20 earnable (excluding Government Code Section 20636 (c) (4)) as additional compensation.

21 This benefit shall apply to all employees of the Oceanside Fire Management
22 Association.

23 The effective date of this Resolution shall be November 10, 2002.

24 NOW, THEREFORE, the City Council of the City of Oceanside does resolve as follows:

25 SECTION 1. The City of Oceanside shall implement Government Code Section 20636
26 (c) (4) pursuant to Section 20691 by paying and reporting the value of Employer Paid Member
27 Contributions for all employees of the Oceanside Fire Management Association as indicated
28 above.

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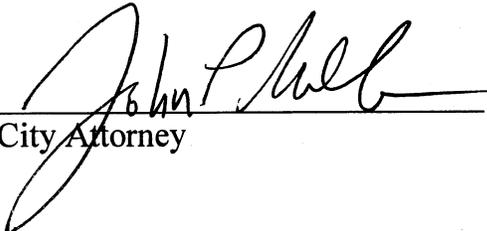
- AYES:
- NAYS:
- ABSENT:
- ABSTAIN:

MAYOR OF THE CITY OF OCEANSIDE

ATTEST:

APPROVED AS TO FORM:

City Clerk



City Attorney

1 RESOLUTION NO. ____

2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
3 OCEANSIDE TO REPORT THE VALUE OF PERS EMPLOYER
4 PAID MEMBER CONTRIBUTIONS AS SPECIAL
5 COMPENSATION FOR THE CITY OF OCEANSIDE
6 UNREPRESENTED EMPLOYEES

7 WHEREAS, the City of Oceanside has the authority to implement Government Code
8 Section 20636 (c) (4) pursuant to Section 20691; and

9 WHEREAS, the City of Oceanside has a written policy or agreement which specifically
10 provides for the inclusion of normal member contributions paid by the employer on behalf of
11 the members as additional compensation; and

12 WHEREAS, one of the steps in the procedures to implement this section is the adoption
13 of a Resolution by the governing body of the City of Oceanside giving notice of its intention to
14 commence reporting the value of Employer Paid Member Contributions (EPMC) as
15 compensation for all City of Oceanside unrepresented employees; and

16 WHEREAS, the following is a statement of the proposed change in reporting
17 compensation to CalPERS:

18 The City of Oceanside elects to pay seven percent (7%) (non-safety) and nine percent
19 (9%) (safety) of employees' compensation earnable as Employer Paid Member Contributions
20 and report the same percent of compensation earnable (excluding Government Code Section
21 20636 (c) (4)) as additional compensation.

22 This benefit shall apply to all City of Oceanside unrepresented employees.

23 The effective date of this Resolution shall be November 14, 1999.

24 NOW, THEREFORE, the City Council of the City of Oceanside does resolve as follows:

25 SECTION 1. The City of Oceanside shall implement Government Code Section 20636
26 (c) (4) pursuant to Section 20691 by paying and reporting the value of Employer Paid Member
27 Contributions for all City of Oceanside unrepresented employees as indicated above.
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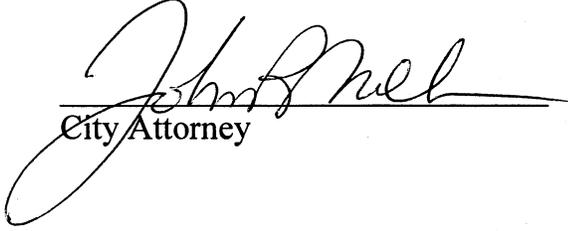
- AYES:
- NAYS:
- ABSENT:
- ABSTAIN:

MAYOR OF THE CITY OF OCEANSIDE

ATTEST:

APPROVED AS TO FORM:

City Clerk



City Attorney