



Agenda Item #: \_\_\_\_\_

# Staff Report

## City of Manhattan Beach

**TO:** Honorable Mayor Tell and Members of the City Council

**THROUGH:** Geoff Dolan, City Manager

**FROM:** Marcie Scott, Human Resources Director  
Danielle L. Higdon, Senior Human Resources Analyst

**DATE:** November 8, 2006

**SUBJECT:** Consideration of Resolutions to Pay and Report the Value of Employer Paid Member Contributions (EPMC) for the Police Management/Confidential Group and the Fire Management/Confidential Group. **ADOPT RESOLUTION NO. 6070 AND RESOLUTION NO. 6071**

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### **RECOMMENDATION:**

Staff recommends that the City Council approve Resolutions No. 6070 and No. 6071 to Pay and Report the Value of Employer Paid Member Contributions (EPMC) for the Police Management/Confidential Group and the Fire Management/Confidential Group.

### **FISCAL IMPLICATION:**

Implementing EPMC will impact future CalPERS contributions; which will vary by group. The costs associated were included in the total costs of each bargaining contract or group that were previously approved by City Council.

### **BACKGROUND:**

EPMC is a negotiated benefit between the three bargaining units and the City. The bargaining units agreed to five (5) year contracts based on implementing the EPMC benefit. The EPMC benefit is effective on different dates for each bargaining group. On the meeting of October 17, 2006, staff presented resolutions implementing the benefit for the bargaining units; however, CalPERS requires separate resolutions for the Management/Confidential Safety Managers. The Police and Fire Management/Confidential Groups are receiving EPMC in order to provide a comparable benefit and equity with the represented members of the police and fire association groups and also to insure consistency in benefits for promotional purposes.

### **DISCUSSION:**

In order to affect this benefit, CalPERS requires that the City pass the attached resolutions which reflect the agreed-upon change and implementation dates for each group:

- The EPMC benefit is effective the pay period including January 1, 2007 for the Fire Management/Confidential Group.

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- The EPMC benefit is effective the pay period including January 1, 2009 for the Police Management/Confidential Group.

**CONCLUSION:**

Staff is pleased to present resolutions for the retirement benefit for Management/Confidential Safety managers for the City Council's approval.

Attachments: A. Resolution No. 6070  
B. Resolution No. 6071

RESOLUTION NO. 6070

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MANHATTAN BEACH, CALIFORNIA, ADOPTING THE PAYING AND REPORTING OF THE VALUE OF EMPLOYER PAID MEMBER CONTRIBUTIONS FOR THE POLICE MANAGEMENT/CONFIDENTIAL GROUP.

WHEREAS, the governing body of the City of Manhattan Beach has the authority to implement Government Code Section 20636(c) (4) pursuant to Section 20691;

WHEREAS, the governing body of the City of Manhattan Beach has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer, and reported as additional compensation;

WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the City of Manhattan Beach of a Resolution to commence paying and reporting the value of said Employer Paid Member Contributions (EPMC);

WHEREAS, the governing body of the City of Manhattan Beach has identified the following conditions for the purpose of its election to pay EPMC;

- This benefit shall apply to all employees of the Police Management/Confidential Group.
- This benefit shall consist of paying 9% of the normal contributions as EPMC, and reporting the same percent of compensation earnable {excluding Government Code Section 20636(c) (4)} as additional compensation.
- The effective date of this Resolution shall be the pay period including January 1, 2009.

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF MANHATTAN BEACH, CALIFORNIA, DOES HEREBY FIND, DETERMINE AND DECLARE AS FOLLOWS:

SECTION 1. Adopt the Paying and Reporting of the Value of Employer Paid Member Contributions for the Police Management/Confidential Group.

SECTION 2. The City Clerk shall make this Resolution reasonably available for public inspection within thirty (30) days of the date this Resolution is adopted.

SECTION 3. The City Clerk shall certify to the adoption of this Resolution and henceforth and thereafter the same shall be in full force and effect.

PASSED, APPROVED and ADOPTED this 8<sup>th</sup> day of November, 2006.

Ayes:  
Noes:  
Absent:  
Abstain:

\_\_\_\_\_  
Mayor, City of Manhattan Beach, California

ATTEST:

\_\_\_\_\_  
City Clerk

RESOLUTION NO. 6071

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MANHATTAN BEACH, CALIFORNIA, ADOPTING THE PAYING AND REPORTING OF THE VALUE OF EMPLOYER PAID MEMBER CONTRIBUTIONS FOR THE FIRE MANAGEMENT/CONFIDENTIAL GROUP.

WHEREAS, the governing body of the City of Manhattan Beach has the authority to implement Government Code Section 20636(c) (4) pursuant to Section 20691;

WHEREAS, the governing body of the City of Manhattan Beach has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer, and reported as additional compensation;

WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the City of Manhattan Beach of a Resolution to commence paying and reporting the value of said Employer Paid Member Contributions (EPMC);

WHEREAS, the governing body of the City of Manhattan Beach has identified the following conditions for the purpose of its election to pay EPMC;

- This benefit shall apply to all employees of the Fire Management/Confidential Group.
- This benefit shall consist of paying 9% of the normal contributions as EPMC, and reporting the same percent of compensation earnable {excluding Government Code Section 20636(c) (4)} as additional compensation.
- The effective date of this Resolution shall be the pay period including January 1, 2007.

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF MANHATTAN BEACH, CALIFORNIA, DOES HEREBY FIND, DETERMINE AND DECLARE AS FOLLOWS:

SECTION 1. Adopt the Paying and Reporting of the Value of Employer Paid Member Contributions for the Fire Management/Confidential Group.

SECTION 2. The City Clerk shall make this Resolution reasonably available for public inspection within thirty (30) days of the date this Resolution is adopted.

SECTION 3. The City Clerk shall certify to the adoption of this Resolution and henceforth and thereafter the same shall be in full force and effect.

PASSED, APPROVED and ADOPTED this 8<sup>th</sup> day of November, 2006.

Ayes:  
Noes:  
Absent:  
Abstain:

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Mayor, City of Manhattan Beach, California

ATTEST:

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City Clerk