



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: October 17, 2006

SUBJECT: Consideration of Resolutions to Pay and Report the Value of Employer Paid Member Contributions (EPMC) for the Manhattan Beach Firefighters' Association, the Manhattan Beach Police Officers' Association, the Manhattan Beach Miscellaneous Employees Represented by California Teamsters Local 911 and the Management/Confidential Group. **ADOPT RESOLUTION NO. 6065, RESOLUTION NO. 6066, RESOLUTION NO. 6067 AND RESOLUTION NO. 6068**

RECOMMENDATION:

Staff recommends that the City Council approve Resolutions No. 6065, No. 6066, No. 6067 and No. 6068 to Pay and Report the Value of Employer Paid Member Contributions (EPMC) for the Manhattan Beach Firefighters' Association, the Manhattan Beach Police Officers' Association, the Manhattan Beach Miscellaneous Employees Represented by California Teamsters Local 911 and the 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. The Management/Confidential Group is receiving EPMC in order to provide a comparable benefit and equity with the miscellaneous employees' group and also to insure consistency in benefits for promotional purposes.

DISCUSSION:

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

- The EPMC benefit is effective the pay period including January 1, 2007 for the members of the Manhattan Beach Firefighters' Association.
- The EPMC benefit is effective the pay period including January 1, 2009 for the members of the Manhattan Beach Police Officers' Association.
- The EPMC benefit is effective the pay period including July 1, 2010 for the members of the Manhattan Beach Miscellaneous Employees represented by Teamster Local 911 and members of the Management/Confidential Group.

CONCLUSION:

Staff is pleased to present resolutions for the retirement benefit for the City Council's approval.

- Attachments:
- A. Resolution No. 6065
 - B. Resolution No. 6066
 - C. Resolution No. 6067
 - D. Resolution No. 6068

RESOLUTION NO. 6065

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 MANHATTAN BEACH FIREFIGHTERS' ASSOCIATION.

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 Manhattan Beach Firefighters' Association.
- 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 Manhattan Beach Firefighters' Association.

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 17th day of October, 2006.

Ayes:
Noes:
Absent:
Abstain:

Mayor, City of Manhattan Beach, California

ATTEST:

City Clerk

RESOLUTION NO. 6066

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 MANHATTAN BEACH POLICE OFFICERS' ASSOCIATION.

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 Manhattan Beach Police Officers' Association.
- 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 Manhattan Beach Police Officers' Association.

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 17th day of October, 2006.

Ayes:
Noes:
Absent:
Abstain:

Mayor, City of Manhattan Beach, California

ATTEST:

City Clerk

RESOLUTION NO. 6067

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 MANHATTAN BEACH MISCELLANEOUS EMPLOYEES REPRESENTED BY CALIFORNIA TEAMSTERS LOCAL 911.

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 Manhattan Beach Miscellaneous employees represented by the California Teamsters Local 911.
- This benefit shall consist of paying 7% 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 July 1, 2010.

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 Manhattan Beach Miscellaneous Employees represented by California Teamsters Local 911.

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 17th day of October, 2006.

Ayes:
Noes:
Absent:
Abstain:

Mayor, City of Manhattan Beach, California

ATTEST:

City Clerk

RESOLUTION NO. 6068

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 MANHATTAN BEACH 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 Manhattan Beach Management/Confidential Group.
- This benefit shall consist of paying 7% 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 July 1, 2010.

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 Manhattan Beach 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 17th day of October, 2006.

Ayes:
Noes:
Absent:
Abstain:

Mayor, City of Manhattan Beach, California

ATTEST:

City Clerk