



# County of Monterey

**Item No.**

## Board Report

Board of Supervisors  
Chambers  
168 W. Alisal St., 1st Floor  
Salinas, CA 93901

**Legistar File Number: RES 23-134**

**July 25, 2023**

**Introduced:** 7/14/2023

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** BoS Resolution

- a. Adopt a resolution of intention to amend the contract between the California Public Employees' Retirement System and the County of Monterey to provide Section 21118 Partial Service Retirement for local miscellaneous members and local safety members;
- b. Consider adopting a resolution to approve P-241 Partial Service Retirement Program Policy and;
- c. Direct the Human Resources Department to work with the County Administrative Office and the Office of the County Counsel to implement the Partial Service Retirement Program.

### **RECOMMENDATION:**

It is recommended that the Board of Supervisors:

- a. Adopt a resolution of intention to amend the contract between the California Public Employees' Retirement System and the County of Monterey to provide Section 21118 Partial Service Retirement for local miscellaneous members and local safety members;
- b. Consider adopting a resolution to approve P-241 Partial Service Retirement Program Policy; and
- a. Direct the Human Resources Department to work with the County Administrative Office and the Office of the County Counsel to implement the Partial Service Retirement Program.

### **SUMMARY/DISCUSSION:**

The County of Monterey has identified a need to establish a mechanism to incentivize employees who have expressed their plans to retire and who possess specialized skill sets and institutional knowledge to consider delaying their retirement to allow the department additional time to transition said valuable knowledge and skill sets which are imperative for the continued operations of the County. To assist all County departments, the Human Resources Department has identified the implementation of a Partial Service Retirement Program as a tool for succession planning efforts. Based on departmental operational needs and approval from the County Administrative Officer, Department Heads can refer eligible employees to participate in the Partial Service Retirement Program and work part-time while simultaneously drawing on their CalPERS retirement benefits. This program would equip departments to provide mentoring opportunities for employees while retaining access to decades of institutional knowledge, years of experience, and specialized skill sets.

The establishment of Partial Service Retirement Program requires an amendment to the contract between the County of Monterey and the California Public Employees' Retirement System (Attachment A) and requires a two-step process. The first step requires the approval of a Resolution of Intention to Amend the Contract Between the County of Monterey and California Public Employees' Retirement System (Attachment B), the Certification of Governing Body

Action (Attachment C), the Certification of Compliance with Government Code Section 7507 (Attachment D) and the establishment of the P-241 Partial Service Retirement Program Policy (Attachment E) to outline the program parameters. The second step would require the approval of the contract amendment to establish Partial Service Retirement Program which must be no less than 20 days from the approval of the resolution of intention.

As such, the Human Resources Department recommends the Board of Supervisors approve the Resolution of Intention to Amend the Contract Between the County of Monterey and California Public Employees’ Retirement System, the Certification of Governing Body Action, the Certification of Compliance with Government Code Section 7507, and P-241 Partial Service Retirement Program Policy and authorize the Human Resources Department to work with the California Public Employees’ Retirement System and applicable County departments to establish the Partial Service Retirement Program and amend the contract with CalPERS.

**OTHER AGENCY INVOLVEMENT:**

The Human Resources Department has consulted with the County Administrative Office, the Office of the County Counsel, and Auditor-Controller’s Office regarding the implementation of the Partial Service Retirement Program.

**FINANCING:**

Departments will absorb the cost associated with the Partial Service Retirement Program in their existing department budgets. As the cost of implementing this program is dependent on employee’s actual participation in the program, CalPERS is unable to provide an estimated cost at this time. Employees participating in PSRP are not considered “retired” for purposes of CalPERS until they apply and are approved for full retirement benefits by CalPERS.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The recommended action addresses the Board of Supervisors’ Administration Strategic Initiative and demonstrates the County’s commitment to meeting the Board’s initiatives by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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*Irma Ramirez-Bough*  
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Attachments:

- Attachment A - Contract Between the County of Monterey and the California Public Employees’ Retirement System
- Attachment B - Resolution of Intention to Amend the Contract Between the County of Monterey and California Public Employees’ Retirement System
- Attachment C - Certification of Governing Body Action

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Attachment D - Certification of Compliance with Government Code Section 7507  
Attachment E - P-241 Partial Service Retirement Program Policy  
Attachment F - Resolution