



County of Monterey

Item No.

Board Report

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

Legistar File Number: 23-926

January 09, 2024

Introduced: 12/7/2023

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Adopt an ordinance 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; and
- b. 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 an ordinance 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; and
- b. 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:

On July 25, 2023, the Board of Supervisors authorized the Human Resources Department to work with the California Public Employees' Retirement System (CalPERS) to implement a Partial Service Retirement Program in the County of Monterey. The Partial Service Retirement Program will allow Department Heads to refer eligible employees, based on departmental operational needs and approval from the County Administrative Officer, to work part-time while simultaneously drawing on their CalPERS retirement benefits. This program will 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. The amendment of the contract requires a two-step process. The first step was completed on July 25, 2023, with the Board of Supervisors approving the intent to modify the contract with CalPERS. The second step requires the approval of the amendment to the contract between the County of Monterey and CalPERS (Attachment A) through an ordinance to establish Partial Service Retirement Program and approval of the Certification of Final Action of Governing Body Action (Attachment B). On November 28, 2023, the Board of Supervisors approved the introduction, waiving of the first reading, and set January 9, 2024, at 10:30 am as the date and time to consider the adoption of the ordinance to amend the contract.

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As such, the Human Resources Department recommends the Board of Supervisors adopt the Ordinance to Amend the Contract Between the County of Monterey and California Public Employees’ Retirement System (Attachment C), the Certification of Final Action of Governing Body 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.

On November 28, 2023, the Board of Supervisors introduced the ordinance, waived reading, and advanced the ordinance for adoption at the meeting on January 9, 2024, at 10:30 a.m.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

Participation in the Partial Service Retirement Program may result in higher costs for the participating department. Departments will absorb these costs in their existing department budgets. As the cost of implementing this program is dependent on the 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 workforce that supports the mission of Monterey County.

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

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Andreas Pyper
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Attachments:

- Attachment A - Amendment to Contract Between the Board of Administration California Public Employees’ Retirement System and the Board of Supervisors County of Monterey
- Attachment B - Certification of Final Action of Governing Body
- Attachment C - Ordinance