



Agenda Date: 1/10/2006
Agenda Placement: 6L

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Caryn Fagundes for Mark Gregersen - Director
Human Resources
REPORT BY: Caryn Fagundes, Benefits Administrator, 253-4488
SUBJECT: CalPERS pre-tax payroll deduction plan for service credit purchases

RECOMMENDATION

Human Resources Director requests adoption of a resolution simplifying the membership coverage group list to include all miscellaneous and all safety employee groups as eligible for participation in the California Public Employees' Retirement System's pre-tax payroll deduction plan for service credit purchase.

EXECUTIVE SUMMARY

The County of Napa currently offers a pre-tax payroll deduction plan for CalPERS service credit purchases to specified miscellaneous and safety groups. Today's action will correct the membership coverage groups to allow all miscellaneous and safety groups the benefit of purchasing service credit on a pre-tax basis. This is not a change to the current benefit only a correction to the language to be inclusive of all possible employee groups.

FISCAL IMPACT

Is there a Fiscal Impact? No

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

In July 1997 the Board of Supervisors approved a Resolution to approve an amendment between the Board of Administration of the Public Employees' Retirement System and the Board of Supervisors which provided for a pre-tax payroll deduction plan for service credit purchase(s) under Internal Revenue Code (IRC) section 414(h)(2). At the time the resolution was approved there were 4 membership coverage groups:

1. Miscellaneous (70001)
2. Miscellaneous (70101)
3. Safety (77002)
4. Safety (77101)

The purpose of today's resolution is to correct the membership coverage group language to include all miscellaneous and all safety groups without specifying the group code numbers. By using specific group code numbers the County runs the risk of having an individual class of employees not becoming eligible because they are not in the identified group. This change will allow the County to add membership coverage groups in the future without needing a CalPERS resolution.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Andrew Carey