

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

519



**FROM:** Human Resources Department

**SUBMITTAL DATE:**  
December 18, 2007

**SUBJECT:** Amendment of the 401(a) Money Purchase Plan addendum to incorporate changes to section 3.a. Employer Contributions.

**RECOMMENDED MOTION:** Execute the amendment of the 401(a) Money Purchase Plan to permit bi-weekly contributions to the classification of Executive Director RCA in the amount of \$846.

**BACKGROUND:** In July 1998, the Board of Supervisors established the County's Money Purchase Plan to provide supplemental retirement benefits to Management, Confidential, and Unrepresented employees and subsequently approved supplemental retirement benefits for LEMU and DDAA. The County contribution is dependent upon the employee's classification as set forth in the Plan's addendum (Attachment A).

In order to enhance the recruitment and retention of quality executive talent at the County, the Human Resources Department recommends amendment of the Money Purchase Plan addendum to include bi-weekly 401(a) contributions in the amount of \$846 for the classification of Executive Director RCA. If approved, 401(a) contributions will be made bi-weekly to the Plan as described in Attachment A.

Ronald W. Komers  
Asst. County Executive Officer/Human Resources Dir.

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$ 10,998	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	No
	Annual Net County Cost:	\$ 0	For Fiscal Year:	2007/08

<b>SOURCE OF FUNDS:</b> Department funds.	<b>Positions To Be Deleted Per A-30</b>	<input type="checkbox"/>
	<b>Requires 4/5 Vote</b>	<input type="checkbox"/>

**C.E.O. RECOMMENDATION:**

APPROVE

BY: Steve P. Schubert

**County Executive Office Signature**

- Policy
- Policy
- Consent
- Consent

Dept's Recomm.:  
Per Exec. Ofc.:

**Prev. Agn. Ref.:** | **District:** | **Agenda Number:**

3.9

**ADDENDUM  
TO  
RIVERSIDE COUNTY MONEY PURCHASE PLAN**

**ITEM ONE**

Item G.3.a of Adoption Agreement # 002 is hereby amended to include the following:

**3. EMPLOYER CONTRIBUTIONS (other than Employer Matching Contributions:)**

The Employer shall make the following contribution(s) to the Plan:

a.  EMPLOYER CONTRIBUTIONS GENERALLY (choose all that apply:)

(v) Contribution amounts are set forth and agreed upon within the Participant's County of Riverside Memorandum of Understanding, salary ordinance or contract and are subject to change. As of January 1, 2008, the following amounts apply:

<u>Classifications of Covered Employees</u>	<u>Contribution Amount (Biweekly)</u>
Exempt Management	\$50*
At-will Unrepresented	\$50**
Management	\$50
Confidential	\$50
Other Unrepresented	\$50
Prosecution Unit	\$50
Law Enforcement Unit	\$20
Law Enforcement Management Unit (Sergeant Classification)	\$58.50
Deputy Public Defenders	\$50

\*Amounts for employees covered by special employment agreements are as follows:

<u>Positions</u>	<u>Bi-weekly amount</u>
County Executive Officer	\$468
Assistant CEO/HR Director	\$338
Board of Supervisors Member	15.511% of pay***
Executive Director RCA	\$846

\*\*Effective January 9, 2003, if any incumbent Deputy Director I, Public Health; Deputy Director II, Public Health; Deputy Director for Environmental Health; Administrative Director, CHA; Operations Chief, Animal Services; Chief Finance Officer, CHA; or Chief of Medical Services, CHA; accepts employment At-Will then an additional \$150 per bi-weekly pay period shall be contributed to the 401(a) Money Purchase Plan for such employee accepting At-Will status.

\*\*\* Elected officials who are not part of PERS will have an amount equal to what the County's contribution to their retirement would have been. 15.511% is the current amount, although this percentage is subject to change with PERS rate changes each July 1.

c.  SPECIAL PAY CONTRIBUTIONS: [Note: If this option is selected, at least one additional Employer nonelective contribution must be selected under this section G. other than Employer Matching Contributions in G.2. or Contributions for Part-time, Seasonal and Temporary Employees in G.3.b.] An amount equal to the Employee's current daily rate of pay multiplied by the Participant's number of unused accumulated Special Pay Days is excess of 0 (enter 0 if no excluded days), but not to exceed N/A days (enter N/A if no upper limit).

Special Pay Contributions shall be made with respect to:

- (i)  accumulated Vacation Days
- (ii)  accumulated Sick Days
- (iii)  both accumulated Vacation and accumulated Sick Days
- (iv)  all vacation leave, holiday leave, annual leave, Extra or ("X") vacation, administrative leave, and sick leave per the limits set forth and as agreed upon in the Memorandum of Understanding, salary ordinance or contract.

Note: Employer contributions are governed by County of Riverside's Memorandum of Understanding salary ordinance or employee contract and are subject to change.