

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

132



**FROM:** County Executive Office

**SUBMITTAL DATE:**  
March 29, 2011

**SUBJECT: PENSION REFORM – NEW EMPLOYEES**

**RECOMMENDED MOTION:** That the Board approve, in concept, the following Pension Reforms:

1. Institution of a Tier II (lower benefit formula) plan for new employees immediately including:
  - A) 2% @ 60 plan for miscellaneous.
  - B) 2% @ 55 plan for safety.
2. Institution of a three-year final average earnings for new employees immediately, for:
  - A) Miscellaneous employees.
  - B) Safety employees.
3. Eliminate employer paid member contributions (EPMC) for all new employees immediately including:
  - A) Miscellaneous employees: 8% EPMC.
  - B) Safety employees: 9% EPMC.
4. Direct Human Resources to return with appropriate resolutions to approve this policy.

Departmental Concurrence

Continued on next page...

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$	<b>In Current Year Budget:</b>	
	Current F.Y. Net County Cost:	\$		Budget Adjustment:
	Annual Net County Cost:	\$		For Fiscal Year:

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

**C.E.O. RECOMMENDATION:** APPROVE  
 BY: Bill Luna  
 County Executive Office Signature

Policy  Policy   
 Consent  Consent   
 Dept't Recomm.: Per Exec. Ofc.:

**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Stone, seconded by Supervisor Benoit and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Buster, Tavaglione, Stone, Benoit and Ashley  
 Nays: None  
 Absent: None  
 Date: April 4, 2011  
 xc: EO, HR

Kecia Harper-Ihem  
 Clerk of the Board  
 By: Kecia Harper-Ihem  
 Deputy

**Prev. Agn. Ref.:** | **District:** | **Agenda Number:** 2.0

RE: **PENSION REFORM – NEW EMPLOYEES**

Date March 29, 2011

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**BACKGROUND:** The Board has received extensive and comprehensive reports from its consultants on Pension Reform. Clearly, given the severe budget distress the County is presently experiencing, as well as the need to realign revenues with future growth expectations, reform is in order.

The motions presented will provide immediate cost savings through the EPMC shift as well as long-term savings through institution of a Tier II pension.

The 2% @ 60 plan is the benchmark for the reform of the miscellaneous plan, the 2% @ 55 yields the greatest savings for the safety plan.

Recommendations will be forthcoming for pension reform for current employees.

Had to leave - Submitted email for the  
Riverside County Board of Supervisors  
Request to Speak <sup>X</sup>  
record

Submit request to Clerk of Board (right of podium),  
Speakers are entitled to three (3) minutes, subject  
Board Rules listed on the reverse side of this form.

**SPEAKER'S NAME:** Nina HERS

**Address:** 24460 Electra Ct.  
(only if follow-up mail response requested)

**City:** Moreno Valley **Zip:** 92551

**Phone #:** (951) 489-0547

**Date:** 4/4/11 **Agenda #** 2.0

**PLEASE STATE YOUR POSITION BELOW:**

**Position on "Regular" (non-appealed) Agenda Item:**

       Support    X Oppose           Neutral

**Note:** If you are here for an agenda item that is filed  
for "Appeal", please state separately your position on  
the appeal below:

       Support           Oppose           Neutral

**I give my 3 minutes to:** \_\_\_\_\_