

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



ITEM: 3.3
(ID # 11605)

MEETING DATE:
Tuesday, January 14, 2020

FROM : EXECUTIVE OFFICE AND Human Resources :

SUBJECT: EXECUTIVE OFFICE AND HUMAN RESOURCES: Board Policy Manual Update -
Approval of revised Board of Supervisors Policy B-25. All Districts. [\$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve revisions to the Board of Supervisors B-25 Pension Management Policy.

ACTION: Policy




Don R. Kent, Assistant CEO-County Finance Officer 12/26/2019

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: January 14, 2020
xc: EO, COB

Kecia R. Harper
Clerk of the Board
By: 
Deputy

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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 0	\$ 0	\$ 0	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS:			Budget Adjustment: No	
			For Fiscal Year: 2019/2020	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Executive Office, Human Resources and County Counsel are in the process of comprehensively reviewing and updating the Board of Supervisors Policy B-25, Pension Management and Other Post-Employment Benefits. Staff has consulted with County Counsel for consistency of board policy with current laws, regulations and ordinances and solicited input on the proposed revisions to the policy from the Pension Advisory Review Committee (PARC).

For today's action, staff recommends acceptance of revisions to Board Policy B-25. Redline versions showing the proposed changes and proposed versions are attached for reference.

Board Policy B-25 addresses the county's activities with respect to pension management. Last updated in 2018, a revision to the policy is being submitted to the Board of Supervisors to better define some of the terms of the policy.

The revisions per the noted section of Policy Number B-25 are:

Definitions:

Delete: The term "Net Funding Level"

Add: The term Implicit Subsidy

County Pension Policy:

Renamed this section as Pension Management

Added establishment of Section 115 Pension Trust

Clarified minimum funding levels for CalPERS plan

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New Section – Other Post-Employment Benefits (OPEB)

Pension Obligation Financing:

Established procedure for use of savings associated with POB's

Pension Advisory Review Committee:

Redefined committee members and their roles

The proposed revisions shown above are part of an update to the Board Policy Manual. As review of the current policies proceeds, staff will periodically bring forward specific revisions to the Board for approval in order to align current County operations with the Board Policy Manual.

ATTACHMENTS:

ATTACHMENT A. Board Policy B-25 Redline

ATTACHMENT B. Board Policy B-25 Final



Gregory V. Priaplos, Director County Counsel 12/24/2019

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Board of Supervisors Policy

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Policy:

The County of Riverside (the "County") has created this pension management and OPEB policy (the "Policy") to ensure the financial stability of the County through proper management. The purpose of this policy is to safeguard the public trust by assuring prudent decisions regarding the County's pension plans, Other Post-Employment Benefits (OPEB), and Section 115 Trusts (Pension and OPEB) providing proper oversight of the benefits provided and their associated cost.

This Policy applies to all County defined benefit pension plans currently administered by the California Public Employees Retirement System ("CalPERS"), the Section 115 OPEB Trust administered by California Employers' Benefit Trust (CERBT), the Temporary and Part-Time Employees' Retirement Plan (a defined benefit program for its Temporary Assistance Program ("TAP") employees) administered by the County, and the Section 115 Pension Trust administered by Public Agency Retirement Services (PARS).

I. Definitions

- A. The term "Pension Plans" shall mean the County's Miscellaneous, Safety, Flood Control, Park District and Waste Management plans administered by CalPERS.
- B. The term "Funding Level" shall mean plan actuarial assets (CalPERS pension plan and any Section 115 Trust money) divided by plan actuarial liability.
- C. The term "Committee" shall mean the Pension Advisory Review Committee.
- D. The term "Liability Management Fund (LMF)" shall mean the fund created in conjunction with the County's 2005 Pension Obligation Bonds (POBs), and, any additional bonds held in trust by a designated trustee and funded by pension savings, and used solely for pension cost purposes.
- E. The term "OPEB" shall mean the Section 115 Trust for Other Post-Employment Benefits provided by the County dedicated to prefunding those retiree benefits.
- F. The term "TAP Pension Plan" shall mean the County's Temporary and Part-Time Employees' Retirement Plan, a defined benefit pension plan of which the County's eligible temporary employees are participants.

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- G. The term "Section 115 Trust" shall mean the Pension Trust adopted by the Board of Supervisors for the purpose of pre-funding CalPERS pension obligations as well as the OPEB Trust.
- H. The term "implicit subsidy" shall mean the difference between the "true cost" of coverage and the actual rate paid. Under CalPERS health plans (or any County health plans), participating retirees may receive a benefit prior to age 65 by paying premiums that are developed by blending active and retiree costs. Generally retirees cost more than active. As a result, the premium paid by the retiree is less than the true cost of coverage.

II. Pension Management

- A. The assets of the County's pension plans constitute a trust independently administered by CalPERS which exists to satisfy the County's obligation to provide retirement benefits and to meet distribution obligations to all covered employees.
- B. The County has established a Section 115 Pension Trust for pension rate stabilization which can prefund rising pension liabilities. This program can mitigate long-term investment volatility, provide the County with control of assets, and assist when revenues may become impaired based on economic conditions.
- C. Any withdrawal of a group of employees from participation in the plans will not necessarily trigger a distribution of any assets. All contracts or grants will include the full amount of estimated pension cost in the contract or grant. Upon the termination of such contracts or grants, a termination payment may be negotiated.
- D. Additionally, if any employee group or department separates from the County, the associated actuarial liability and pension assets will be subject to an independent actuarially determined "true value".
- E. The County seeks to maintain a minimum funding level of 80% in its CalPERS defined benefit pension plan. To the extent the funding level falls below that, the County will prepare a plan to address the issue.
- F. The County seeks to maintain a minimum funding level of 80% in its TAP Pension Plan. To the extent the funding level falls below that, the County will set rates sufficient meet the minimum funding level.

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- G. Any proposed changes to pension benefits, CalPERS liability amortization schedules or the issuance of any Pension Obligation Bonds (POBs) will be reviewed by the Committee, which shall provide the Board with an analysis of the long-term costs and benefits and related recommendations. Such evaluations are to take into account any outstanding POBs.
- H. The County will set annual CalPERS pension plan contribution rates sufficient to:
- 1.) Pay any amounts due to CalPERS,
 - 2.) Capture full cost of the annual debt service on any pension obligation bonds that are outstanding,
 - 3.) Collect amounts sufficient to make required deposits to the Liability Management Fund and pay the cost of consultants hired to assist the Committee.

III. Other Post-Employment Benefits (OPEB)

- A. The County seeks to maintain a minimum funding level of 80% in its OPEB plan, excluding any implicit subsidy liability. To the extent the funding level falls below that, the County will prepare a plan to address the issue.
- B. The County will set the required OPEB funding contribution based on the actuarial valuation or target funding level.

IV. Pension Obligation Financing

- A. Any issuance of pension related debt will be reviewed first by the PARC.
- B. The County has established a Liability Management Fund (LMF) in connection with its 2005 POBs and may establish such a fund for any future POBs. The LMF shall be funded by capturing a portion of the projected savings associated with issuance and be used upon the recommendation of the County Finance Officer to:
- 1.) retire pension bond debt, or,
 - 2.) be transferred to CalPERS to reduce any unfunded liability, or,
 - 3.) deposit in the Section 115 Pension Trust to assist with pension rate stabilization, or,
 - 4.) potentially share with departments, or,
 - 5.) any combination of the above.

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- C. The County has established a Section 115 Pension Trust. It shall be funded by capturing all savings from pension management strategies.
- D. The Committee will evaluate annually the recommendation to prepay POBs, or, to make additional discretionary payments to CalPERS and evaluate the potential associated savings.

V. Pension Advisory Review Committee

- A. The members of the Pension Advisory Review Committee (PARC) shall be comprised of the following:
 - 1.) The County Finance Officer (Chair)
 - 2.) The County Treasurer-Tax Collector
 - 3.) The Human Resources Director
 - 4.) The County Auditor-Controller
 - 5.) a local safety member department representative
- B. The Chair of the Committee will be responsible for preparing and distributing the agenda for each meeting.
- C. Members of the PARC may designate staff to represent them. Members shall notify the Chair, in writing, of the name and title of staff that are authorized to represent them. Upon written notification, the designee will be authorized to represent and vote on behalf of the member. Members shall also designate staff available to assist the Committee in its analysis and the production of reports.
- D. PARC meetings shall be convened at least annually or as necessary upon the call of the Chair.
- E. The PARC may retain experts or consultants.
- F. The PARC shall prepare a public report, at least annually, the plan status of the County's CalPERS pension plan, the Temporary and Part-Time Employees' Retirement plan, the Other Post-Employment Benefits plan and Section 115 OPEB Trust, and, the County's Section 115 Pension Trust.

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G. As a Board established Committee, the PARC is subject to and will comply with all provisions of the Brown Act.

Reference:

Minute Order 16.3 of 01/25/05
Minute Order 3.41 of 09/12/06
Minute Order 3.3 of 04/10/07
Minute Order 3.4 of 05/22/18

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Policy:

The County of Riverside (the "County") has created this pension management and OPEB policy (the "Policy") to ensure the financial stability of the County through proper pension plan management. The purpose of this policy is to safeguard the public trust by assuring prudent decisions regarding the County's pension plans, Other Post-Employment Benefits (OPEB), and Section Pension-115 Trusts (Pension and OPEB) providing proper oversight of the benefits provided and their associated cost.

This Policy applies to all County ~~d~~Defined ~~b~~Benefit ~~p~~Pension ~~p~~Plans currently administered by the California Public Employees Retirement System ("CalPERS"), the County's ~~Section 115 OPEB Trust~~ other post-employment benefits (OPEB) administered by California Employers' Benefit Trust (CERBT), the County of Riverside ~~T~~Temporary and Part-Time Employees' Retirement Plan, (a defined benefit program for its Temporary Assistance Program ("TAP") employees) administered by the County, and the County's Section 115 Pension ~~Trust~~ administered by Public Agency Retirement Services (PARS).

I. Definitions

- A. The term "Pension Plans" shall mean ~~the~~ the County's Miscellaneous, Safety, Flood Control, Park District and Waste Management ~~p~~Plans administered by CalPERS.
- B. The term "Funding Level" shall mean plan actuarial assets (CalPERS pension plan and any Section 115 Trust money) divided by plan actuarial liability.
- C. The term "Committee" shall mean the Pension Advisory Review Committee.
- D. The term "Liability Management Fund (LMF)" shall mean the fund created in conjunction with the County's 2005 Pension Obligation Bonds (POBs), and, any additional bonds held in trust by a designated trustee and funded by pension savings, and used solely for pension cost purposes.
- E. The term "OPEB" shall mean the Section 115 Trust for Other Post-Employment Benefits provided by the County dedicated to prefunding those retiree benefits, ~~administered by CalPERS CERBT Fund.~~
- E. The term "TAP Pension Plan" shall mean the County's Temporary and Part-

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Time Employees' Retirement Plan, a defined benefit pension plan of which the County's eligible temporary employees are participants.

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F. The term "Section 115 Pension Trust" shall mean the Pension Trust adopted by the Board of Supervisors for the purpose of pre-funding CalPERS pension obligations as well as the and/or OPEB Trust obligations.

H. I. The term "implicit subsidy" shall mean the difference between the "true cost" of coverage and the actual rate paid. Under CalPERS health plans (or any County health plans), participating retirees may receive a benefit prior to age 65 by paying premiums that are developed by blending active and retiree costs. Generally retirees cost more than active. As a result, the premium paid by the retiree is less than the true cost of coverage.

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II. County Pension Management Policy

- A. The assets of the County's Pension Plans constitute a trust independently administered by CalPERS which exists to satisfy the County's obligation to provide retirement benefits and to meet distribution obligations to all covered employees.
- B. The County has established a Section 115 Pension Trust for pension rate stabilization which can prefund rising pension liabilities. This program can mitigate long-term investment volatility, provide the County with control of assets, and assist when revenues may become impaired based on economic conditions.
- C. Any withdrawal of a group of employees from participation in the Plans will not necessarily trigger a distribution of any assets. All contracts or grants will include the full amount of estimated pension cost in the contract or grant. Upon the termination of such contracts or grants, a termination payment may be negotiated.
- D. Additionally, if any employee group or department separates from the County, the associated actuarial liability and pension assets will be subject to an independent actuarially determined "true value".
- E. The County seeks to maintain a minimum funding level of 80% in its CalPERS defined benefit pension plan. To the extent the funding level falls below that, the County will prepare a plan to address the issue.
- F. The County seeks to maintain a minimum funding level of 80% in its OPEB, exclusive of any amount attributable to any "implicit subsidy". To the extent

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~~the funding level falls below that, the County will prepare a plan to address the issue.~~
G.F. The County seeks to maintain a minimum funding level of 80% in its TAP Pension Plan. To the extent the funding level falls below that, the County will set rates sufficient meet the minimum funding level.

H.G. Any proposed changes to pension benefits, CalPERS liability amortization schedules or the issuance of any Pension Obligation Bonds (POBs) will be reviewed by the Committee, which shall provide the Board with an analysis of the long-term costs and benefits and related recommendations. Such evaluations are to take into account any outstanding POBs.

I.

- 1.) Pay any amounts due to CalPERS,
- 2.) Capture full cost of the annual debt service on any pension obligation bonds that are outstanding,
- 3.) Collect amounts sufficient to make required deposits to the County Liability Management Fund and ~~p~~Pay the cost of consultants hired to assist the Committee.

K. ~~The County will set the required OPEB funding contribution based on the actuarial valuation or target funding level. OPEB rates...~~

III. Other Post-Employment Benefits (OPEB)

A. ~~The County seeks to maintain a minimum funding level of 80% in its OPEB plan, excluding any implicit subsidy liability. To the extent the funding level falls below that, the County will prepare a plan to address the issue.~~

A.B. ~~The County will set the required OPEB funding contribution based on the actuarial valuation or target funding level.~~

III.IV. Pension Obligation Financing

A. Any issuance of pension related debt will be reviewed first by the PARC.

B. ~~The County has established a Liability Management Fund (LMF) in connection with its 2005 2005-POBs and may establish such a fund for any future POBs. -and may do so for any future issuance.-~~ The LMF shall be funded by capturing a portion of the projected savings associated with issuance and be used ~~to~~ upon the recommendation of the County Finance Officer to:

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- 1.) ~~retire pension bond debt, or, to~~
- 2.) ~~be transferred to CalPERS to reduce any unfunded liability, or,~~
- 3.) ~~deposited in the County's Section 115 Pension Trust to assist with~~
~~pension rate stabilization, or,~~
- 4.) ~~potentially share with departments, or,~~
- 5.) ~~any combination of the above.~~

C. The County has established a Section 115 Pension Trust. It shall be funded
by capturing all savings from pension management strategies.

~~B.~~

G.D. The Committee will evaluate annually the recommendation to prepay POBs,
or, to make additional discretionary payments to CalPERS and evaluate the
potential associated savings.

IV.V. Pension Advisory Review Committee

A. The members of the Pension Advisory Review Committee (PARC) shall be
comprised of the following:

- 1.) The County Finance Officer (Chair)
- 2.) The County Treasurer-Tax Collector
- 3.) The Human Resources Director
- 4.) The County Auditor-Controller
- 5.) a local safety member department representative

~~Members shall designate a member to serve as Chair. The Chair shall serve in
that capacity until the Committee designates a new Chair.~~

B. The Chair of the Committee will be responsible for preparing and distributing
the agenda for each meeting.

C. Members of the PARC may designate staff to represent them. Members shall
notify the Chair, in writing, of the name and title of staff that are authorized to
represent them. Upon written notification, the designee will be authorized to
represent and vote on behalf of the member. Members shall also designate
staff available to assist the Committee in its analysis and the production of
reports.

D. PARC meetings shall be convened at least annually or as necessary upon
the call of the Chair.

E. The PARC may retain experts or consultants.

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F. The PARC shall prepare a public report, at least annually, the plan status of the County's CalPERS pension plan, the ~~County's Temporary and Part-Time Employees' Retirement plan,~~ ~~the County's Other Post-Employment Retirement-Benefits pPlan~~ and Section 115 OPEB Trust, ~~and,~~ ~~the County's Section 115 Pension Trust.~~

G. As a Board established Committee, the PARC is subject to and will comply with all provisions of the Brown Act.

Reference:

Minute Order 16.3 of 01/25/05
Minute Order 3.41 ~~of~~
09/12/06 Minute Order 3.3 of
04/10/07
Minute Order 3.4 ~~XX~~ ~~of~~
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