

RIVERSIDE COUNTY TRANSPORTATION COMMISSION

EXECUTIVE COMMITTEE SPECIAL MEETING AGENDA

TIME: 8:30 a.m. **PLEASE NOTE TIME CHANGE**

DATE: Wednesday, April 10, 2013

LOCATION: **CONFERENCE ROOM A**
County of Riverside Administrative Center
4080 Lemon Street, Third Floor, Riverside

☞ COMMITTEE MEMBERS ☞

Bob Botts, City of Banning
Karen Spiegel, City of Corona
Terry Henderson, City of La Quinta
Rick Gibbs, City of Murrieta
Daryl Busch, City of Perris
Steve Adams, City of Riverside
Kevin Jeffries, County of Riverside, District I
John J. Tavaglione, County of Riverside, District II
Jeff Stone, County of Riverside, District III
John J. Benoit, County of Riverside, District IV
Marion Ashley, County of Riverside, District V

☞ AREAS OF RESPONSIBILITY ☞

Reviews and makes final decisions on personnel issues
and office operational matters.

Comments are welcomed by the Committee. If you wish to provide comments to the Committee, please complete and submit a Speaker Card to the Clerk of the Board.

RIVERSIDE COUNTY TRANSPORTATION COMMISSION

EXECUTIVE COMMITTEE SPECIAL MEETING

8:30 A.M.

**WEDNESDAY, APRIL 10, 2013
County of Riverside Administrative Center
Conference Room A
4080 Lemon Street, Third Floor, Riverside**

In compliance with the Brown Act and Government Code Section 54957.5, agenda materials distributed 72 hours prior to the meeting, which are public records relating to open session agenda items, will be available for inspection by members of the public prior to the meeting at the Commission office, 4080 Lemon Street, Third Floor, Riverside, CA, and on the Commission's website, www.rctc.org.

In compliance with the Americans with Disabilities Act and Government Code Section 54954.2, if you need special assistance to participate in an Executive Committee meeting, please contact the Clerk of the Board at (951) 787-7141. Notification of at least 48 hours prior to meeting will assist staff in assuring that reasonable arrangements can be made to provide accessibility at the meeting.

- 1. CALL TO ORDER**
- 2. PUBLIC COMMENTS**
- 3. APPROVAL OF MINUTES – DECEMBER 12, 2012**
- 4. ADDITIONS/REVISIONS** – *The Committee may add an item to the Agenda after making a finding that there is a need to take immediate action on the item and that the item came to the attention of the Committee subsequent to the posting of the agenda. An action adding an item to the agenda requires 2/3 vote of the Committee. If there are less than 2/3 of the Committee members present, adding an item to the agenda requires a unanimous vote. Added items will be placed for discussion at the end of the agenda.*
- 5. CLOSED SESSION**

Overview

Conference with Labor Negotiators Pursuant to Section 54957.6

Agency Designated Representatives: Executive Director

Unrepresented Employees: All Commission employees other than Executive Director

6. CLASSIFICATION AND COMPENSATION STUDY

Overview

This item is for the Committee's discussion and possible action on adjustment to salaries and ranges of Commission employees based on Classification and Compensation Study.

7. RESOLUTION NO. 13-005, "RESOLUTION OF THE BOARD OF COMMISSIONERS OF RIVERSIDE COUNTY TRANSPORTATION COMMISSION FOR EMPLOYER PAID MEMBER CONTRIBUTIONS"

Overview

This item is for the Committee to:

- 1) Implement the employees' cost sharing of the Employer Paid Member Contribution (EPMC) of 3 percent beginning July 1, 2013, with a corresponding salary increase of 3 percent respectively; and
- 2) Adopt Resolution No. 13-005, "*Resolution of the Board of Commissioners of Riverside County Transportation Commission for Employer Paid Member Contributions*", to reflect the cost sharing of normal pension costs by employees.

8. ADJOURNMENT

RIVERSIDE COUNTY TRANSPORTATION COMMISSION

EXECUTIVE COMMITTEE DECEMBER 12, 2012

Minutes

1. CALL TO ORDER

The meeting of the Executive Committee was called to order by Chair John J. Benoit at 9:04 a.m. in Conference Room A at the County of Riverside Administrative Center, 4080 Lemon Street, Third Floor, Riverside, California, 92501.

Commissioners Present

Marion Ashley
John J. Benoit
Rick Gibbs
Terry Henderson
Greg Pettis
Ron Roberts
Karen Spiegel
Jeff Stone

Commissioners Absent

Bob Buster
Darcy Kuenzi
John Tavaglione

2. PUBLIC COMMENTS

There were no requests to speak from the public.

3. APPROVAL OF MINUTES

M/S/C (Gibbs/Henderson) to approve the minutes of November 14, 2012 as submitted.

4. ADDITIONS/REVISIONS

There were no additions or revisions to the agenda.

5. CLOSED SESSION – EXECUTIVE DIRECTOR

5A. Public Employee Performance Evaluation
Title: Executive Director

5B. Conference with Labor Negotiators Pursuant to Section 54957.6

Agency Representative: Chair or Designee
Employee: Executive Director

There were no announcements from closed session items.

6. EXECUTIVE DIRECTOR – EMPLOYMENT CONTRACT

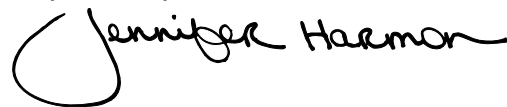
M/S/C to:

- 1) Approve an amendment to the Executive Director's employment contract; and**
- 2) Direct legal counsel to work with the Chair to finalize the amendment and authorize the Chair to execute the amendment on behalf of the Commission.**

7. ADJOURNMENT

There being no other items to be considered, the Executive Committee meeting adjourned at 9:26 a.m.

Respectfully submitted,



Jennifer Harmon
Clerk of the Board

RIVERSIDE COUNTY TRANSPORTATION COMMISSION

DATE:	April 10, 2013
TO:	Executive Committee
FROM:	Michele Cisneros, Accounting and Human Resources Manager
THROUGH:	Anne Mayer, Executive Director
SUBJECT:	Resolution No. 13-005, <i>"Resolution of The Board of Commissioners of Riverside County Transportation Commission for Employer Paid Member Contributions"</i>

STAFF RECOMMENDATION:

This item is for the Committee to:

- 1) Implement the employees' cost sharing of the Employer Paid Member Contribution (EPMC) of 3 percent beginning July 1, 2013, with a corresponding salary increase of 3 percent respectively; and
- 2) Adopt Resolution No. 13-005, *"Resolution of the Board of Commissioners of Riverside County Transportation Commission for Employer Paid Member Contributions"*, to reflect the cost sharing of normal pension costs by employees.

BACKGROUND INFORMATION:

On October 10, 2012, Anne Mayer discussed with the Executive Committee the impacts affecting current and new employees in response to the new California Public Employees' Pension Reform Act of 2013 (PEPRA). Ms. Mayer conveyed that the Commission has undergone several significant organization changes in the past and is anticipating significant organizational changes in the future given the assumption of major new projects and new funding including toll operations, thereby warranting the need to conduct a compensation and organization study. In response to the PEPRA provisions and the comprehensive impacts affecting current and future employees, the Executive Committee deliberated on the issues affecting cost sharing of Employer Paid Member Contributions by current employees and how to address the hiring of future employees who are already in the PERS system and options to help retain and attract qualified and talented employees while ensuring effective succession planning.

Implementation of the first phase of requiring employees to pay their share of normal pension costs of 3 percent effective July 1, 2013, results in approximately \$121,000 in an annual cost adjustment from fringe benefits to salaries. Given that

employee's salaries will be offset with a 3 percent increase effective July 1, 2013, to offset their share of normal pension costs, this results in a limited financial impact to the Commission. CalPERS requires a resolution be adopted to reflect the cost sharing of normal pension costs from employer to employee. The Commission will be required to adopt a new resolution each fiscal year for normal pension cost sharing adjustments of 3 percent in FY 2014/15 and the remaining 2 percent in FY 2015/16. A corresponding salary increase will be provided to employees each fiscal year respectively to offset their share of normal pension costs. The 8 percent EPMC paid by the Commission currently will be eliminated by FY 2015/16.

The implementation of the normal pension cost sharing has been reflected in the FY 2013/14 proposed budget that will be presented at the May Commission meeting.

Financial Information					
In Fiscal Year Budget:	Yes	Year:	FY 2013/14	Amount:	\$121,000
Source of Funds:	Measure A, TDA, Motorist Assistance, TUMF			Budget Adjustment:	No
GL/Project Accounting No.:	\$121,000 xxx-xx-60001				
Fiscal Procedures Approved:	<i>Theresa Trevino</i>			Date:	4/3/2013

Attachment: Resolution 13-005

RESOLUTION NO. 13-005

**RESOLUTION OF THE BOARD OF COMMISSIONERS OF
RIVERSIDE COUNTY TRANSPORTATION COMMISSION
FOR EMPLOYER PAID MEMBER CONTRIBUTIONS**

WHEREAS, the Board of Commissioners of the Riverside County Transportation Commission has the authority to implement Government Code Section 20691; and

WHEREAS, the Board of Commissioners of the Riverside County Transportation Commission has a written policy or agreement which specifically provides for the normal member contributions to be paid by the employer; and

WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the Board of Commissioners of the Riverside County Transportation Commission of a Resolution to commence said Employer Paid Member Contributions (EPMC); and

WHEREAS, the Board of Commissioners of the Riverside County Transportation Commission has identified the following conditions for the purpose of its election to pay EPMC:

- This benefit shall apply to all employees, except New Members, as defined in the Public Employees' Pension Reform Act.
- This benefit shall consist of paying 5 percent of the normal member contribution of 8 percent as EPMC.
- The effective date of this Resolution shall be July 1, 2013.

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of the Riverside County Transportation Commission hereby elects to pay the EPMC, as set forth above.

APPROVED AND ADOPTED this 10th day of April 2013.

Karen Spiegel
Riverside County Transportation Commission

ATTEST:

Jennifer Harmon, Clerk of the Board
Riverside County Transportation Commission