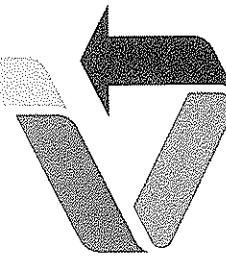


# VENTURA REGIONAL SANITATION DISTRICT

1001 PARTRIDGE DRIVE, SUITE 150 ■ VENTURA, CA 93003-0704



A Public  
Waste  
Management  
Agency

August 25, 2011

Board of Directors  
Ventura Regional Sanitation District  
Ventura, California

## **BENEFIT PACKAGE ADJUSTMENTS INDEPENDENTLY-REPRESENTED EMPLOYEES**

### **Summary**

The fall of each year has traditionally been the time the Board considers compensation adjustments for the District's Independently-Represented employees. This year, given the difficult economic times and the District's serious budget shortfall, executive management identified areas in which to reduce costs. One of the areas identified was the escalating cost of retirement benefits.

Retirement benefits are provided to all regular-status District employees through the Ventura County Employees Retirement Association (VCERA) and a supplemental retirement plan provided by Public Agency Retirement Services (PARS). The combination of the two plans provides a retirement formula similar to the California Public Employees Retirement System "2% @ 55" formula and includes an annual cost of living adjustment. The cost of these benefits is currently borne by the District.

Executive management, with Board direction, sought Independently-Represented employee concessions on contributions to both VCERA and PARS.

Staff recommends the Board approve Resolution No. 11-04 revising the VCERA and PARS retirement contributions rates for Independently-Represented employees. Using a phased-in approach, by January 2013, employees will pay six percent of their salary toward the cost of the VCERA and PARS retirement plans. In addition, Independently-Represented employees hired after July 1, 2011 will no longer be eligible to participate in the PARS supplemental retirement plan.

### **Staff Report/Background**

For purposes of collective bargaining the Ventura Regional Sanitation District (VRSD) workforce is divided into three groups: Solid Waste Operations (represented by the Service Employees International Union (SEIU), Local 721); Water & Wastewater Operations (represented by the International Union of Operating Engineers (IUOE), Local 501); and other employees. This third group is technically unrepresented as they have not formally organized through a union or employee organization such as IUOE and SEIU. The group is composed of clerical, supervisory and management personnel

---

Ventura County • **CITIES:** Camarillo • Fillmore • Ojai • Oxnard • Port Hueneme • San Buenaventura • Santa Paula • Thousand Oaks

**SPECIAL DISTRICTS:** Camarillo Sanitary • Camrosa Water • Channel Islands Beach Community Services • Montalvo Municipal Improvement •

Ojai Valley Sanitary • Saticoy Sanitary • Triunfo Sanitation • Ventura County Waterworks Nos. 1 and 16

in Solid Waste and Water & Wastewater Operations, as well as all office employees from entry level through technical and management positions (excluding the General Manager).

The fall of each year has traditionally been the time the Board considers compensation adjustments for the employees in this unrepresented group. The time was intentionally set to allow other agencies to implement adjustments, thereby allowing our Board to tailor VRSD adjustments accordingly.

VRSD employees represented by IUOE and SEIU have recently ratified successor agreements within the parameters established by the Board. These agreements will be presented at the September 1 Board meeting for your consideration.

Consistent with the parameters provided for all three employee groups, I am recommending the following adjustments for the Independently-Represented employees:

- No wage or group insurance enhancements for this employee group.
- Employee concessions on retirement contributions to the Ventura County Employees Retirement Association (VCERA) include: effective January 1, 2012 employees will pay two percent (2%) of the employee contribution; effective June 30, 2012 an additional two percent (2%) (for a total of 4%) of the employee contribution; effective January 1, 2013 employees will pay an additional one percent (1%) (for a total of 5%) of the employee contribution.
- Employee concessions on the supplemental retirement plan offered through Public Agency Retirement Services (PARS) include: employees hired after July 1, 2011 are no longer eligible to participate in the plan; and effective January 1, 2013 all current employees will be required to contribute one percent (1%) toward the supplemental retirement plan.

This information has been shared with the Independently-Represented employees. They recognize the financial difficulties facing the District, are aware of the escalating retirement costs, and understand that the proposed changes to the retirement package are necessary.

If you have any questions or would like additional information, please contact Sue Ralph at 658-4645 or via e-mail at [SueRalph@vrsd.com](mailto:SueRalph@vrsd.com).

**Fiscal Impact**

The District will realize cost savings from Independently-Represented employee concessions on retirement contributions. Over the course of the next two fiscal years, the District anticipates cumulative savings of approximately \$183,102.

**Recommendation**


It is recommended the Board:

- a. Adopt VRSD Resolution No. 11-04 revising the VCERA and PARS retirement contribution rates for Independently-Represented employees as outlined in this letter and discontinue PARS eligibility for employees hired after July 1, 2011; and
- b. Direct staff to implement the necessary changes to District policies and/or programs for Independently-Represented employees.

MARK LAWLER – GENERAL MANAGER

Attachment

APPROVED FOR THE SEPTEMBER 1, 2011 AGENDA

  
Mark Lawler, General Manager

**VRSD RESOLUTION NO. 11-04**

**A RESOLUTION OF THE VENTURA REGIONAL SANITATION DISTRICT  
BOARD OF DIRECTORS PROVIDING FOR COMPENSATION ADJUSTMENTS  
FOR INDEPENDENTLY-REPRESENTED POSITIONS**

**WHEREAS**, Personnel & Salary Ordinance No. VRSD-97 implements the personnel program for the District and provides for establishment of a Classification and Pay Plan; and

**WHEREAS**, the Board of Directors established such a Plan for Fiscal Year 2011-12 on June 2, 2011 as part of its budget process; and

**WHEREAS**, the Board of Directors last considered salary and benefit adjustments for Independently-Represented employees in December 2009; and

**WHEREAS**, it is proposed the retirement benefits for Independently-Represented employees be adjusted in accordance with provisions outlined at the September 1, 2011 Board meeting;

**NOW, THEREFORE, BE IT RESOLVED, DETERMINED, AND ORDERED** that the Ventura Regional Sanitation District Board of Directors hereby directs the General Manager to:

1. Amend agreements with the Ventura County Employees Retirement Association (VCERA) and Public Agency Retirement Services (PARS) for Independently-Represented employees as approved by the Board of Directors on September 1, 2011; and
2. Direct staff to implement the necessary changes to District policies and/or programs for Independently-Represented employees.

**PASSED, ADOPTED AND APPROVED** this 1st day of September 2011.

VENTURA REGIONAL SANITATION DISTRICT

\_\_\_\_\_  
JIM MONAHAN, Chairman  
Board of Directors

ATTEST:

\_\_\_\_\_  
Josie Guzman  
Clerk of the Board

9-4