DATE: 3-27-2014

PROPOSALS:

CVPOA submits the instant proposal for article **2.18 RETIREMENT**.

CURRENT LANGUAGE:

ARTICLE 2.18 RETIREMENT

The City will provide to represented members retirement benefits via contract with the California Public Employees Retirement System (CalPERS) as set forth in the California Government Code.

The City will provide the 3% at 50 Retirement Plan for Local Safety Members as provided for under the California Public Employees' Retirement System (CalPERS). In addition to payment of the mandatory employer's contribution to represented employees' retirement benefits, the City agrees to also pay the employee's portion of the PERS contribution, which is presently fixed at 9%.

CONCERN:

The City currently has budgeted 237 Police Officer positions. 13 of these positions are considered "Frozen" and are not included in the budget. There are currently only 201 Police Officer positions filled (approximately equivalent to Department staffing in 1998). There are therefore 24 budgeted positions and 37budgeted/frozen positions that are vacant.

The City has made extensive efforts to recruit officers. When comparing wages and benefits of CVPOA with local regional law enforcement agencies the City believes that CVPOA has a fairly good compensation package. Despite this claim, the City is having difficulty recruiting qualified applicants for the position of Police Officer. CVPOA has concerns regarding the City's position on the wages and benefits comparison and with the City's problem with recruiting.

First, the City's compensation comparison fails to take into account wage and benefit increases set to take place with these other agencies. For example, the City has failed to take into consideration the San Diego Sherriff Deputies' contract

which will provide a significant increase to San Diego Sheriff Deputies by its conclusion (approximately 20% increase).

Second, The City on the one hand claims that the wages and benefits of CVPOA compare well to those of other local law enforcement agencies while on the other hand states that there is a recruitment problem. Obviously even if one accepts the City's position that the wages compare well, the wages and benefits clearly do not compare well enough to help the City with its recruitment problem.

Moreover, current a significant number of officers have submitted applications to other agencies due to the poor staffing conditions and inadequate benefits being paid by the City. In fact, several candidates who came from other local agencies within the last 5 years have left employment with the City and returned to their prior agencies as a direct result of the staffing problems and inadequate wages and benefits. So the City not only has a recruitment problem, it is having a retention problem.

The City admits that there is a staffing problem; there are too few officers patrolling Chula Vista. The City admits that the result of the vacant positions saves the City approximately 3 million dollars each fiscal year.

CVPOA is therefore concerned that staffing is at a critical level and yet inadequate steps are being taken to do anything about it. CVPOA believes a wages and benefits package must immediately be negotiated in order to stem the flow of officers out of the City and to attract qualified candidates for the police officer position to protect the public safety of the citizens of the City of Chula Vista.

PROPOSAL:

ARTICLE 2.18 RETIREMENT

The City will provide the 3% at 50 Retirement Plan for Local Safety Members as provided for under the California Public Employees' Retirement System (CalPERS) and in accordance with the California Public Employee Pension Reform Act (PEPRA). The City shall provide employees who are "new members" to PERS on and after January 1, 2013 with the 2.7 @ 57 retirement formula. ~~In addition to payment of the mandatory employer's contribution to represented employees' retirement benefits, the City agrees to also pay the employee's portion of the PERS contribution,~~ Commencing the first full pay period after ratification

of this agreement by the City, bargaining unit members hired prior to January 1, 2013 and/or members considered to be "classic" employees hired after January 1, 2013 who qualify for pre-January 1, 2013 PERS retirement benefits provided to pre-January 1, 2013 members under PEPRA shall pay the employee's portion of the PERS retirement contribution (also known as the Employer Paid Member Contribution (EPMC), which is presently fixed at 9%. Commencing the first full pay period after ratification of this agreement by the City, and commensurate with this pick up of the 9% EPMC by the members, all members who pick up the 9% contribution shall receive a 9% increase in base salary.

RESULTS:

All members pay their employee share of their retirement contributions making CVPOA members the first employees to make such payment even including the City Manager. The City establishes a superior wage and benefit package in order to beat the competing agencies in the hiring of qualified applicants to protect the citizens of the City of Chula Vista and solves its current staffing crisis.