

MEMO

Meeting Date

07/10/13

Agenda Item

14

Date: July 10, 2013

To: CCCERA Board of Retirement

From: Marilyn Leedom, Retirement Chief Executive Officer

Subject: Contra Costa County Retirement Association
(CCCERA) Employees' Total Compensation

Recommendation: Appoint an ad hoc committee for salary/compensation review

Background

At the May 22, 2013 meeting, the Retirement Board approved the staff recommendation to conduct a total compensation study for all retirement staff positions. While we are working towards completion of this study, which is anticipated to be completed in September, additional salary and benefit issues require more immediate Board action.

The Settlement Agreement recently signed by both parties, as a result of the lawsuit between CCCERA and the County over retirement staff compensation issues outlines areas of independent Board authority over its unrepresented staff. Several items need to be decided within the next month so that CCCERA can timely notify the County Auditor/Controller of the Board of Retirement's desired implementation.

I respectfully recommend that the Board Chair appoint an ad hoc committee to review and make recommendations to the full Board of Retirement regarding any salary and compensation issues.