



STAFF REPORT AND FISCAL IMPACT NOTE

Resolution: R-14-19

Title: Police and Fire Retirement Plan

Date: April 20, 2019

STAFF REPORT

This resolution modifies the definition of “employee” on page 5 of the Police and Fire Retirement Plan document to include the Director of the Office of Emergency Management, provided the Director is already a member of the plan as an employee who is a sworn member of the Police Department or a member of the fire suppression force, fire prevention force, or paramedic force when he or she is appointed to the Director position. This modification will provide a promotional path for police and fire service employees that currently does not exist.

Only a current police or fire employee who is promoted to the Director position would meet the definition of employee. A retiree in the Police and Fire Retirement Plan or a civilian who is appointed to the Director of the Office of Emergency Management position would not be allowed to participate.

Prepared by Teresa Sutherland, City Manager

FISCAL IMPACT

The fiscal impact of this resolution is approximately \$19,000 annually, which is the difference between the City’s employer contribution to the Police and Fire Retirement Plan and the amount the City would contribute to the State pension plan if the Director of the Office of Emergency Management is not promoted from among the police and fire ranks. This estimated cost assumes the Director position is filled at grade A20, step 10.

Prepared by Jodee Dickinson, Finance Director