

San Rafael City Council Pension Adhoc Subcommittee

Members: Mayor Phillips (Subcommittee Chair) and Vice Mayor McCullough

Background. The Pension/Other Post-Employment Benefits (OPEB) Subcommittee has recommended several actions that have been approved/adopted by the San Rafael City Council including:

1. Adopted a City Council Resolution in Support of Pension Reform Efforts,
2. Adopted a formal “Pension Funding Policy,”
3. Adopted a California Employers’ Retiree Benefit Trust program (CERBT) for pre-funding retiree health benefits,
4. Accepted an actuarial report estimating cost savings due to pension and OPEB reform measures taken to date,
5. Directed staff to create a “pension/OPEB” web page as a one-stop-shop for pension and OPEB information, and
6. Approved the City’s response to a Grand Jury report on retiree health which included the City’s many accomplishments in this area.

In addition, the Subcommittee formed and worked with a “Citizens’ Group on Pension Reform” to perform an objective analysis of the discretionary actions available to the City of San Rafael that would further the City’s goals for Pension/OPEB reform.

Purpose. The Subcommittee will continue to consider any additional steps to be taken to reduce the City’s cost of post-employment benefits. The Subcommittee will stay abreast of pension/OPEB developments such as ballot initiatives (e.g. Chuck Reed’s proposed initiative), legislation, and legal issues.

Schedule/Meetings. The Subcommittee meets on an as-needed basis as opposed to a specific pre-determined schedule.

Community Participation. The Subcommittee has received community input in a variety of ways including:

- Formed a Citizens’ Group to give input
- Invited pension/OPEB related professionals to Subcommittee meeting
- Informal meetings with employees or bargaining unit representatives
- Attending other meetings and forums such as CSPP
- Public comment at City Council meetings

Objectives: Recommend specific actions to the full Council related to reducing the cost of post-employment benefits.

Timeline: On-going as needed. Any labor negotiation direction will need to be determined by full City Council, traditionally handled in closed session prior to commencement of negotiation of next contracts.

Staff: Assistant City Manager, Finance Director, Human Resources Director