



Board Agenda Item 35

DATE: July 9, 2024
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Salary Resolution Amendment - Retirement Association

RECOMMENDED ACTION(S):

- 1. Approve Amendment to the Salary Resolution establishing the Deputy Retirement Administrator classification and adding two (2) Deputy Retirement Administrator positions in the Retirement Association, effective July 8, 2024, as reflected in Appendix "A"; and**
- 2. Approve Amendment to the Salary Resolution deleting one (1) vacant Assistant Retirement Administrator position and one (1) vacant Administrative Assistant position, effective July 8, 2024, as reflected in Appendix "A".**

There is no additional Net County Cost (NCC) associated with the approval of the recommended actions. Approval of the first recommended action establishes the Deputy Retirement Administrator classification and adds two positions within the Fresno County Employee's Retirement Association (FCERA), enhancing specialized oversight across the Association's divisions. The second recommendation deletes two vacant positions resulting in no net added positions in the Retirement Association.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the classifications in FCERA will remain unchanged.

FISCAL IMPACT:

The total estimated cost of the recommended actions for FY 2024-25 is approximately \$109,262 (\$0 NCC). FCERA's budget is separate from the County's budget, but the cost will affect future County retirement costs.

DISCUSSION:

Approval of the first recommended action will establish the new classification of Deputy Retirement Administrator and add two positions within FCERA. This restructuring is prompted by the recent vacancy of the Assistant Retirement Administrator. FCERA submitted a request to replace the Assistant Retirement Administrator position with a two-deputy model to enhance management specialization and oversight of the Retirement Benefits and Operations Divisions. A classification and compensation study conducted by the Department of Human Resources compared FCERA's organizational structure to that of internal County departments and similar retirement associations in comparable counties, affirming the merit of the proposed restructuring.

Approval of the second recommended action will delete currently vacant positions that will no longer be utilized if the first recommendation is approved. This action aims to streamline resources and reappropriate funding to support the newly established Deputy Retirement Administrator positions.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix A

CAO ANALYST:

Salvador Espino