

Added 11/16/2020

CAMBRIA COMMUNITY SERVICES DISTRICT

TO: Board of Directors

AGENDA NO. **6.D.**

FROM: Timothy J. Carmel, District Counsel

Meeting Date: November 19, 2020 Subject: Discussion and Consideration to Fund a Retirement Account for the General Manager in Lieu of Increasing His Salary

Recommendation:

It is recommended that the Board approve funding a retirement account for the General Manager in the amount of \$20,000.

Fiscal Impact:

The fiscal impact to the General Fund's - Administrative Department budget for FY 2020/2021 is \$20,000, which will be offset by anticipated salary savings of \$61,543.

Discussion:

The Board has recently met in closed session several times with its labor negotiator, District Counsel Carmel, to discuss providing additional compensation to the General Manager. In lieu of an increase in salary, General Manager Weigold requested that the Board consider funding the District's 401(a) or other retirement account, which he will use to purchase a year of public agency military service credit through the CalPERS service purchase program. The cost of one year of service credit for General Manager Weigold is \$33,159.77. By using a retirement account, the funds are tax deferred and can be transferred directly to CalPERS. As the Board is aware, General Manager Weigold joined the CalPERS retirement system very late in his career. As a result, he is endeavoring to increase service time in order to vest in his CalPERS retirement benefit. CalPERS requires five (5) years of service to vest. General Manager Weigold will determine which retirement account will be funded.