



Cass County Board of Commissioners

Cass County Board of Commissioners
Zoom Meeting Notice

269-445-4420

Because of concerns over Covid-19, and an Emergency Order declared by the Board of Commissioners, the Cass County Board of Commissioners will hold a Special Meeting June 23, 2022 at 5:00 p.m. However, any member of the public who wishes to participate in the meeting remotely may do so.

Topic: Board of Commissioners Special Meeting

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/87472257182>

Or Telephone:

US: +1 312 626 6799 or +1 646 558 8656

Webinar ID: 874 7225 7182

Persons with disability needing accommodations for this meeting should contact Sarah Mathews at 269-445-1149 or sarahm@cassco.org prior to the meeting.



CASS COUNTY BOARD OF COMMISSIONERS

SPECIAL MEETING OF THE CASS COUNTY BOARD OF COMMISSIONERS

June 23, 2022

5:00 PM

CALL TO ORDER - *Chair Dyes*

INVOCATION – *Commissioner Marchetti*

PLEDGE OF ALLEGIANCE – *Commissioner Laylin*

ROLL CALL - *Clerk/Register Monica McMichael*

PUBLIC COMMENTS (limit 3 minutes/person)

APPROVAL OF THE AGENDA – *Commissioner Grice*

NEW BUSINESS

1. Non-Union Employee Retirement

BOARD MEMBER COMMENTS/ANNOUNCEMENTS

ADJOURNMENT

**Cass County Elected Officials' & Administration 6/17/22 Recommendation to Cass County BOC regarding
Non-Union Employees' Transition from DB to DC**

| | | Rationale |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| DB Freeze | 09/30/22 | DB will be frozen the day before the transition to the DC |
| Transition date to DC | 10/01/22 | New MERS rates go into effect on 10/1/22 |
| Employer Contribution to DC** | 10/1/22, 12% + 4% (HSP for other groups) = total 16% | Consistent w/ other employees moving to DC |
| | 1/1/23, 13% + 4% (HSP for other groups) = total 17% | and |
| | 1/1/24, 14% + 4% (HSP for other groups) = total 18% | Recognizes Non-Union employees' role in the county |
| | 1/1/25, 15% + 4% (HSP for other groups) = total 19% | |
| Employee Contribution to DC** | Employee contribution of 5%-10% (one time election***) | Allows flexibility of contribution based on needs |
| Health Care Savings Plan (HCSP) | In lieu of Health Care Savings Plan, additional Employer contribution goes into DC as set forth above | Amount the Employer would put into the HCSP is put in DC |
| Transition bonuses for move from DB to DC (Longevity related) | 5 years of current service or less: \$2,000 | To increase FAC |
| | 6-10 years of current service: \$4,000 | |
| Paid on 9/30/22 to Employees who are employed on the date of BOC adoption of this Recommendation | 11-15 years of current service: \$6,000 | Consistent w/ what other employees have received |
| | 16-20 years of current service: \$8,000 | |
| | 21 plus years of current service: \$10,000 | This provides employees with a lump sum payment**** |
| Annual Longevity pay for employees at step 9 | Increased to \$500 | To recognize longevity |
| Wages | minimum 3% increase on January 1st of each year through 12/31/27; then reevaluated in 2026 by Elected Officials, County Admin., & BOC | Provides more certainty |
| COVID Bonus to be paid on 9/30/22 for current employees who started employment anytime during 2020 or prior to 2020 | \$1,000 per person to be paid on 9/30/22 | To recognize lack of % increase in 2021, increase FAC & provide employees a lump sum payment**** |
| Enhanced Enrollment Bonus to be paid on 9/30/22 to current employees with a MERS projected retirement date between now and 9/30/37 and who started with the County before 1/1/2021 | \$4,000 per eligible person to be paid on 9/30/22 | Because longer term employees have less time to contribute to a DC, this provides a lump sum payment**** & increases FAC |

**Cass County Elected Officials' & Administration 6/17/22 Recommendation to Cass County BOC regarding
Non-Union Employees' Transition from DB to DC**

| | | Rationale |
|----------------------------|------------------------------------------------|------------------------------------------------------------------------------------------------|
| ETO/Vacation Payout | Increase annual ETO Payout from 40 to 60 hours | Provides option for increased lump sum payment*** |
| | | Vacation payout not provided to encourage employees to use vacation time for employee wellness |

****The Employer/Employee Contribution rates will continue through 12/31/2041, unless rate changes are proposed & agreed upon by Elected Officials, Admin., & BOC, to provide certainty.**

*****Employees may wish to discuss this one time election with their financial advisor due to the potential complexity based upon each employee's individual situation.**

******All lump sum payments can be put by an employee pretax into a 457 account to build additional retirement benefits or taken as a taxable distribution as elected by the employee.**

NOTE: Employees will be offered at least one 457 plan choice for voluntary participation with no contribution by the employers.

NOTE: vesting in the DC plan is immediate; employees not fully vested in the DB plan at the time of freeze can use time in the DC plan as credit toward DB vesting.

NOTE: The Employer agrees to make available to employees financial/investment education and advice through Mission Square or other professionals not less than twice per year.

This recommendation represents the collective efforts, collaboration, and development of consensus among the County leadership team comprised of county elected officials and leaders including County Administrator Jeff Carmen, Deputy Administrator Matt Newton, Becky Moore, Prosecutor Victor Fitz, Clerk/Register Monica McMichael, Treasurer Hope Anderson, Sheriff Rick Behnke, and Chief Judge Carol Montavon Bealor, in consultation with the Judges, our employees, and Cass County Board of Commissioners' Chair Skip Dyes and Vice-Chair Mike Grice, all of whom put in considerable time and effort to find common ground on this complex and important matter that impacts our workforce and the community we serve.