

MEMBERS

Justin Ezell, Chairperson
Jasmin Loi, Vice-Chairperson
Karan Reid, Secretary
Joelle Fockler
Kevin Halm
James Nakayama
Dale Johnson

Civic Center
1950 Parkside Drive
Concord, CA 94519
www.cityofconcord.org



**Regular Meeting of the
City of Concord
Retirement Board**

Wednesday,
April 5, 2023

9:00 a.m.

Permit Center
Conference Room
1950 Parkside Drive

PUBLIC COMMENT PERIOD

(The public may speak on any item within the jurisdiction of the Retirement Board not listed on this agenda. Approximately 15 minutes is allocated for the Public Comment Period, and each speaker will be allowed approximately 3 minutes. With few exceptions, the Retirement Board cannot act on an unscheduled matter; however, they may schedule the matter for a future meeting.)

1. OPENING

Roll Call

2. APPROVAL OF MINUTES

- a. Approval of the City of Concord Retirement Board Meeting Minutes from the April 13, 2022, meeting.

3. BOARD AND STAFF REPORTS

- a. Staff Report – Finance
 - (1) Cost of living adjustment for CCRS retirees, effective May 1, 2023.

4. DISCUSSION

- a. Retirement Board Members

- (1) Four vacancies: An alternate for OPIEU's At Large appointment, and a member and an alternate for the Teamsters At Large appointment.

5. ADJOURNMENT

NOTICE TO THE PUBLIC

There is a 90-day limit for the filing of a challenge in the Superior Court to certain City administrative decisions and orders which require a hearing by law, the receipt of evidence, and the exercise of discretion. The 90-day limit begins on the date the decision is final (Code of Civil Procedure §1094.6). Further, if you challenge an action taken by the City of Concord Retirement Board in court, you may be limited by California law to raising only those issues you or someone else raised in the hearing or in a written correspondence delivered to the City of Concord Retirement Board prior to or at the hearing.

In accordance with the Americans with Disabilities Act and California Law, it is the policy of the City of Concord to offer its public programs, services and meetings in a manner that is readily accessible to everyone, including those with disabilities. If you are disabled and require a copy of a public hearing notice, or an agenda and/or agenda packet in an appropriate alternative format; or if you require other accommodation, please contact the ADA Coordinator Tianjun Cao at (925) 671-3243 or Tianjun.cao@cityofconcord.org, at least 24 hours in advance of the meeting. Advance notification within this guideline will enable the City to make reasonable arrangements to ensure accessibility.



REGULAR MEETING OF THE CITY OF CONCORD RETIREMENT SYSTEM BOARD
WEDNESDAY, APRIL 13, 2022
1950 PARKSIDE DRIVE, CONCORD, CA 94519
PERMIT CENTER CONFERENCE ROOM

The City of Concord Retirement Board System Board met in a regular meeting at 1950 Parkside Drive, Concord, CA 94519, Permit Center Conference Room at 9 a.m. on Wednesday, April 13, 2022, with Chairperson Justin Ezell presiding. Minutes follow in abbreviated form.

ROLL CALL

BOARD MEMBERS PRESENT:

Justin Ezell, Joelle Fockler, Jasmin Loi, Karan Reid, Dale Johnson, Ed Moore

STAFF PRESENT:

Human Resources Specialist Laura Alas, Human Resources
Manager James Peavey

PUBLIC COMMENT PERIOD

Ezell opened the public comment period. Public comment was not received.
Ezell closed the public comment period.

APPROVAL OF MINUTES

A motion was made by Fockler and seconded by Reid to approve the City of Concord Retirement System Board Meeting minutes for the April 15, 2021 meeting.

The motion passed by unanimous vote of the Board.

BOARD AND STAFF REPORTS

Reid presented the staff report, highlighting that the Municipal Code requires the Finance Department to annually determine the cost of living increase based on calculations of the All Urban Consumers Index and the Urban Wage Earner and Clerical Workers Index, with the Board adopting the higher figure with any increase to not exceed 2%. The current calculations based on the All Urban Consumers Index is 3.2% and the current calculation based on the Urban Wage Earner and Clerical Workers Index is 4.1%. Therefore, Reid recommended maintaining the actuarial interest rate to 4.5% and a 2% cost of living adjustment for City of Concord Retirement System retirees and joint annuitants effective May 1, 2022, and direct staff to contact Public Agency Retirement Services (“PARS”) to make the necessary adjustment for each eligible retiree and joint annuitant.

Ezell opened the public comment period. Public comment was not received. Ezell closed the public comment period.

A motion was made by Reid and seconded by Loi to approve maintaining the actuarial interest rate to 4.5% and a 2% cost of living adjustment for City of Concord Retirement System retirees and joint annuitants effective May 1, 2022, and direct staff to contact PARS to make the necessary adjustment for each eligible retiree and joint annuitant.

The motion passed by unanimous vote of the Board.

ADJOURNMENT

By consent of the Board, the meeting was adjourned on April 13, 2022, at 9:05 a.m.

These abbreviated minutes for the City of Concord Retirement Board System Board’s regular meeting held on April 13, 2022 are submitted by:

James Peavey

James Peavey, Human Resources Manager

April 13, 2022

Date



To: City of Concord Retirement System (CCRS) Board

From: Karan Reid, Director of Finance

Subject: 2022 Cost of Living Adjustment

Date: March 28, 2023

Background

In accordance with the Concord Municipal Code, Section 50-42, Cost of Living Adjustment, an annual cost of living adjustment is made on and after May 1 of each year for eligible retirees. No adjustment may exceed more than two percent (2%) or less than one percent (1%) unless the actuarial interest rate is less than 4.5%. The actuarial interest rate is currently set at 4.5%. No cost of living adjustment calculation is required if the actuarial interest rate is less than 4.5%.

Discussion

In accordance with Section 50-42.(c) of the Municipal Code, calculations were performed by Finance Department staff and verified by Human Resources staff. A copy of the worksheet is attached with supporting documentation. The code requires the higher number of two calculation figures. The two calculations were: U at 5.6% and W at 6.3%. The code requires the higher figure not exceeding two percent (2.0%). Therefore, staff is recommending approval of a cost of living increase of 2.0 percent (2.0%) effective May 1, 2023 for retirees and joint annuitants.

Recommendation for Action

Staff recommends maintaining the actuarial interest rate to 4.5% and a 2.0 percent (2.0%) cost of living adjustment for City of Concord Retirement System retirees and joint annuitants effective May 1, 2023, and directs staff to contact PARS to make the necessary adjustment for each eligible retiree and joint annuitant.

**SAN FRANCISCO-OAKLAND-SAN JOSE U.S. DEPARTMENT OF LABOR, BUREAU OF STATISTICS
CONSUMER PRICE INDEX, ALL ITEMS 1982=100**

	ALL URBAN CONSUMERS (CPI-U)		URBAN WAGE EARNERS AND CLERICAL WORKERS (CPI-W)	
	2021	2022	2021	2022
JAN	*	*	*	*
FEB	304.4	320.2	297.2	316.5
MARCH	*	*	*	*
APRIL	309.4	324.9	302.3	322.0
MAY	*	*	*	*
JUNE	309.5	330.5	305.0	328.1
JULY	*	*	*	*
AUGUST	311.2	328.9	307.4	325.9
SEPT	*	*	*	*
OCT	313.3	332.1	309.7	329.3
NOV	*	*	*	*
DEC	315.8	331.2	312.0	326.5
ANNUAL AVERAGE	309.7	327.1	304.6	323.9

(U) Index 327.1 Divided by 309.7 = 1.056

(W) Index 323.9 Divided by 304.6 = 1.063

Municipal Code
Required
COLA

2022 Index 327.1 323.9

2021 Index 309.7 304.6

Difference 17.3 19.3

% Increase in Index 5.60% 6.30%

Maximum COLA 2.00% 2.00%

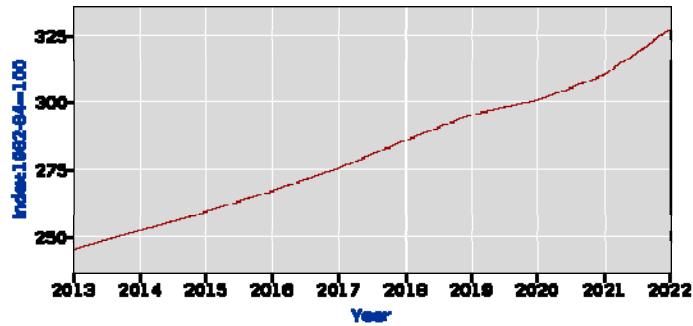
Minimum COLA 1.00% 1.00% → or 0% if % increase less than 1%

Required COLA 2.00% 2.00% 2.00%

**CPI for All Urban Consumers (CPI-U)
Original Data Value**

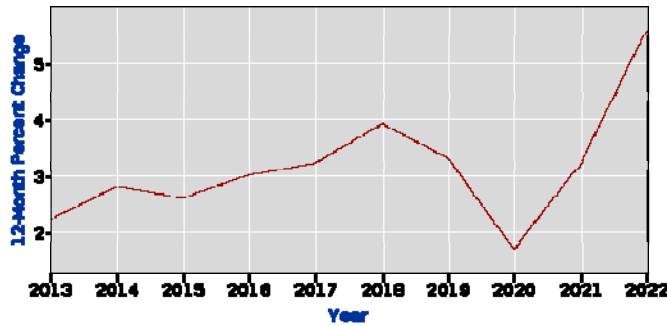
Series Id: CUURS49BSA0
 Not Seasonally Adjusted
 Series Title: All items in San Francisco-Oakland-Hayward, CA, all
 Area: San Francisco-Oakland-Hayward, CA
 Item: All items
 Base Period: 1982-84=100
 Years: 2013 to 2023

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
2013		242.677		244.675		245.935		246.072		246.617		245.711	245.023	243.894	246.152
2014		248.615		251.495		253.317		253.354		254.503		252.273	251.985	250.507	253.463
2015		254.91		257.622		259.117		259.917		261.019		260.289	258.572	256.723	260.421
2016		262.6		264.565		266.041		267.853		270.306		269.483	266.344	263.911	268.777
2017		271.626		274.589		275.304		275.893		277.57		277.414	274.924	273.306	276.542
2018		281.308		283.422		286.062		287.664		289.673		289.896	285.55	282.666	288.435
2019		291.227		294.801		295.259		295.49		298.443		297.007	295.004	293.15	296.859
2020		299.69		298.074		300.032		300.182		301.736		302.948	300.084	299.109	301.059
2021		304.387		309.419		309.497		311.167		313.265		315.805	309.721	306.724	312.718
2022		320.195		324.878		330.539		328.871		332.062		331.222	327.06	323.408	330.711
2023		337.173													



12-Month Percent Change

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
2013		2.4		2.4		2.6		2		1.6		2.6	2.2	2.4	2.1
2014		2.4		2.8		3		3		3.2		2.7	2.8	2.7	3
2015		2.5		2.4		2.3		2.6		2.6		3.2	2.6	2.5	2.7
2016		3		2.7		2.7		3.1		3.6		3.5	3	2.8	3.2
2017		3.4		3.8		3.5		3		2.7		2.9	3.2	3.6	2.9
2018		3.6		3.2		3.9		4.3		4.4		4.5	3.9	3.4	4.3
2019		3.5		4		3.2		2.7		3		2.5	3.3	3.7	2.9
2020		2.9		1.1		1.6		1.6		1.1		2	1.7	2	1.4
2021		1.6		3.8		3.2		3.7		3.8		4.2	3.2	2.5	3.9
2022		5.2		5		6.8		5.7		6		4.9	5.6	5.4	5.8
2023		5.3													



**CPI for Urban Wage Earners and Clerical Workers (CPI-W)
Original Data Value**

Series Id: CWURS49BSA0

Not Seasonally Adjusted

Series All items in San Francisco-Oakland-Hayward, CA, urban

Title: wage earners and clerical workers, not seasonally

Area: San Francisco-Oakland-Hayward, CA

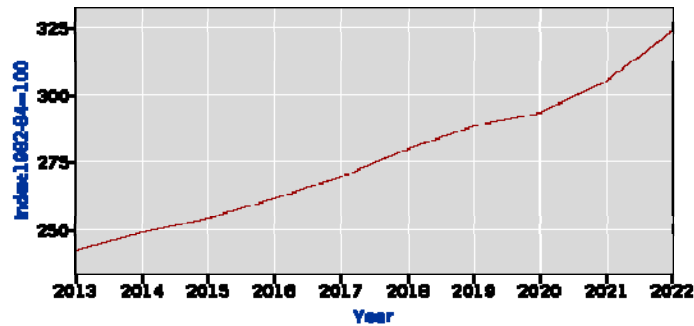
Item: All items

Base: 1982-84=100

Period:

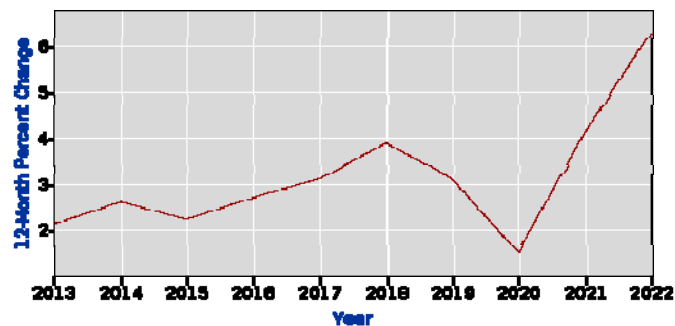
Years: 2013 to 2023

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
2013		240.262		241.764		243.052		242.903		243.711		242.602	242.125	241.141	243.109
2014		245.148		247.932		250.085		249.877		250.508		247.68	248.326	247.097	249.555
2015		249.809		252.875		254.736		256.06		256.107		255.492	253.91	252.041	255.78
2016		257.141		259.386		261.017		262.326		264.026		263.222	260.83	258.715	262.946
2017		265.569		268.896		269.508		269.827		271.272		271.342	268.99	267.426	270.555
2018		275.699		278.039		280.219		281.536		283.183		283.278	279.572	277.035	282.11
2019		284.758		288.266		288.581		288.514		291.707		289.456	288.192	286.615	289.77
2020		292.01		290.304		292.42		293.062		294.442		295.687	292.601	291.297	293.906
2021		297.17		302.294		304.971		307.423		309.656		312.019	304.602	300.275	308.928
2022		316.463		322.021		328.137		325.932		329.331		326.465	323.9	320.408	327.391
2023		331.875													



12-Month Percent Change

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
2013		2.4		2.2		2.6		1.9		1.2		2.6	2.1	2.4	1.9
2014		2		2.6		2.9		2.9		2.8		2.1	2.6	2.5	2.7
2015		1.9		2		1.9		2.5		2.2		3.2	2.2	2	2.5
2016		2.9		2.6		2.5		2.4		3.1		3	2.7	2.6	2.8
2017		3.3		3.7		3.3		2.9		2.7		3.1	3.1	3.4	2.9
2018		3.8		3.4		4		4.3		4.4		4.4	3.9	3.6	4.3
2019		3.3		3.7		3		2.5		3		2.2	3.1	3.5	2.7
2020		2.5		0.7		1.3		1.6		0.9		2.2	1.5	1.6	1.4
2021		1.8		4.1		4.3		4.9		5.2		5.5	4.1	3.1	5.1
2022		6.5		6.5		7.6		6		6.4		4.6	6.3	6.7	6
2023		4.9													



Sec. 50-42. Cost of living adjustment.

(a) The following definitions shall govern the application of this section:

(Code 1965, § 2809.2; Ord. No. 85-29; Ord. No. 08-4)

(1) Base allowance. The amount of monthly retirement allowance which would be payable had this section not been a part of this article.

(Code 1965, § 2809.2; Ord. No. 85-29; Ord. No. 08-4)

(2) California Consumer Price Index. The annual Consumer Price Indexes for all items of the "All Urban Consumers Index (U)" and "Urban Wage Earners and Clerical Workers Index (W)" as stated for the San Francisco-Oakland area, published by the Bureau of Labor Statistics of the U.S. Department of Labor. Should the reference base of said Consumer Price Indexes (presently 1982-1984 = 100) be changed, the indexes used to determine the Consumer Price Indexes as defined in this section will be the indexes converted to the new base by standard statistical methods.

(Code 1965, § 2809.2; Ord. No. 85-29; Ord. No. 08-4)

(3) Base year. The calendar year of retirement of the employee with respect to such retired employees and joint annuitants of such retired employees.

(Code 1965, § 2809.2; Ord. No. 85-29; Ord. No. 08-4)

(b) This section is applicable to the monthly retirement allowance payable to retired employees under section 50-39 hereof and to their joint annuitants under section 50-41(a)(2), (3), and (4).

(Code 1965, § 2809.2; Ord. No. 85-29; Ord. No. 08-4)

(c) The monthly retirement allowance shall be adjusted annually for payments payable on and after May 1, commencing on May 1 in the second calendar year following the year of the member's retirement. The adjusted monthly retirement allowance shall be equal to the base allowance multiplied by an adjustment factor equal to: (1) the higher of the two California Consumer Price Indexes (i.e. the higher of the "U" index and the "W" index) for the immediately preceding calendar year, divided by; (2) that same California Consumer Price Index for the base year. The adjustments herein provided are limited by the following:

(Code 1965, § 2809.2; Ord. No. 85-29; Ord. No. 08-4)

(1) No adjustment shall be made for any year in which the adjustment is less than one percent of the base allowance and the adjustment for any year shall not exceed two percent per year, compounded from the base year.

(Ord. No. 08-4)

(2) No adjustment shall be made in any year when the actuarial interest rate is less than 4 1/2 percent.

(Ord. No. 08-4)

(3) Adjustments may be up or down but no payment shall be less than the base allowance

(Ord. No. 08-4)

(4) No monthly retirement allowance may exceed an amount equal to the base allowance increased by two percent per year, compounded from the end of the base year to the beginning of the calendar year in which the adjustment is made.

(Ord. No. 08-4)

(d) Special Rules

(1) Notwithstanding the limitations on cost of living adjustments imposed by this article, and in addition to any other adjustment made pursuant to this article, those retired employees and joint annuitants of retired employees who were receiving a monthly retirement allowance as of December 31, 1979, shall receive quarterly noncumulative cost of living adjustments until such date on which the recipient is no longer entitled to an allowance under this article.

(Code 1965, § 2809.2; Ord. No. 85-29; Ord. No. 08-04)

(2) The amount of the quarterly adjustment for each recipient shall be computed by applying the applicable percentage from the chart below to the total amount of payments made to the recipient during the quarter commencing October 1, 1980.

(Ord. No. 08-4)

TABLE INSET:

Recipient's Base Year	Percentage Cost of Living
1971	18%
1972	16%
1973	14%
1974	12%
1975	10%
1976	8%
1977	6%
1978	4%
1979	2%

(Ord. No. 08-4)

(3) The quarterly adjustments shall be paid on October 1, 1986, and upon the commencement of each quarter thereafter.

(Ord. No. 08-4)

(4) The Board shall inform each recipient of benefits under this section that the adjustments are not cumulative and shall not be included in the recipient's base allowance, so they are not subject to the adjustment in subsection (c) above, and may be available for only a limited period of time.

City of Concord Retirement System 2023 Board Members/Alternates			
Appointing Authority/Organization	CCRS Position	Member	Alternate
City Manager	Chairperson	Justin Ezell	Jennifer Ortega
City Manager	At Large Member	Joelle Fockler	Stefanie Ananthen
Ex-Officio (HR Director)	Vice-Chairperson	Jasmin Loi	James Peavey
Ex-Officio (Fin Director)	Secretary	Karan Reid	Himmat Bains
Concord Police Assoc.	At Large Member	Kevin Halm	Greg Pardella
Concord Police Assoc. - Management	At Large Member	James Nakayama	Sam Staten
OPEIU Local 29	At Large Member	Dale Johnson	Vacant
Teamsters Local 856	At Large Member	Vacant	Vacant