

**CITY OF CHARLOTTESVILLE, VIRGINIA
CITY COUNCIL AGENDA**



Agenda Date:	April 1, 2024
Action Required:	Amendment of City Code
Presenter:	Lisa Burch, Human Resources Benefits Coordinator, Retirement
Staff Contacts:	Lisa Burch, Human Resources Benefits Coordinator, Retirement Mary Ann Hardie, Director of Human Resources
Title:	Ordinance to amend and reenact City Code Chapter 19 to allow participants of any City-sponsored retirement plan to serve on Retirement Plan Commission (1 of 2 readings)

Background

When City Code Chapter 19, Article III was adopted, the City's only retirement plan option was the "Supplemental Retirement or Pension Plan" (the Defined Benefit Plan). Subsequently, the City introduced additional retirement plans, including the Defined Contribution Plan and the Deferred Compensation Plan.

In practice, the Retirement Commission oversees all City-sponsored retirement plans. However, the current Code language only references the City's Supplemental Retirement or Pension (Defined Benefit) Plan. Based on existing City Code language, only Defined Benefit Plan participants can serve on the Retirement Commission as at-large members. The Retirement Commission unanimously passed a motion on August 23, 2023, to request that City Council amend the City Code to allow participants in the Optional Defined Contribution Plan and Deferred Compensation Plan to apply for open at-large seats on the Commission.

The proposed ordinance would also correct a citation to the Virginia Code that has changed since the enactment of the original ordinance, and make other small corrections for clarity.

Discussion

Based on the existing code language, the City Code precludes at least 37% of benefits-eligible employees from participating in and from representation on the Retirement Commission. Broadening the code language to allow Defined Contribution and Deferred Compensation plan participants to voluntarily serve on the Commission will have two benefits: 1) It will provide an opportunity for more retirement plan participants to be represented and, 2) it will increase the pool of participating members who can potentially apply to be appointed to the Commission. In addition, the Code should be updated to address citation and other non-substantive changes.

Alignment with City Council's Vision and Strategic Plan

Approval of this change aligns with the City's organizational values to be inclusive within the organization.

Community Engagement

N/A

Budgetary Impact

None

Recommendation

Staff recommends approval of this amendment.

Alternatives

Leaving the City Code unchanged will not permit the Commission to seek qualified members from an expanded potential applicant pool.

Attachments

1. Minutes for August 2023 RC Meeting
2. Proposed Ordinance - Retirement Plan Commission eligibility to serve v.3