County of Fairfax, Virginia

MEMORANDUM

DATE: February 24, 2012

TO: DISTRIBUTION

FROM: Susan Woodruff, Director
Department of Human Resources

SUBJECT: Synopsis - Personnel and Reorganization Committee Meeting –Feb. 21, 2012

The Personnel and Reorganization Committee met on Tuesday, February 21, 2012. Board members present included Committee Chair Gross, Chairman Bulova, Supervisors Hudgins, Hyland, Frey, Foust and Cook.

The following is a synopsis of items presented and discussion points from the meeting:

Line of Duty Act – Opt Out Resolution
The Board endorsed staff's recommendation that the county opt out of the Line of Duty Act Fund based on the cost savings associated with self-funding these benefits. The Board will be asked to pass a resolution at the March 20, 2012 meeting to officially opt out of the Line of Duty Act Fund. It was clarified that this action will have no impact on the benefits currently held by LODA recipients.

Retirement Study Discussion
Board members and employee group representatives (Randy Creller, Karen Conchar, and John Niemiec) provided comments regarding the Retirement Study's findings. The following summarizes the comments from meeting participants:

- Financial impact data is needed to better assess need for changes.
- Any changes need to be made after careful review.
- Process for moving forward includes additional Personnel and Reorganization Committee meetings as needed to ensure full discussion and review.
- The Retirement Study made a strong case for maintaining the defined benefit plan as a cost effective way to meet the needs of career county employees in retirement.
- While there is no FY2013 budget impact necessarily, the budget process provides a structured vehicle for dialogue.

Chairman Gross reiterated that no decisions have been made; the next meeting of the Personnel and Reorganization Committee will be held at 1:00 p.m. on Tuesday, March 13, 2012.

Comments related to that meeting included:

- Staff should ensure that the meeting materials are distributed as far in advance as possible to allow sufficient time for review prior to the meeting.
- Representatives from the three Retirement Boards of Trustees should be invited to attend the meeting.
- Employee group representatives will be included in the discussion on the 13th.

Please let me know if I can answer any questions or provide additional information.

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Personnel and Reorganization Committee of the Whole:
Penelope A. Gross, Chairman, Personnel and Reorganization Committee
Linda Q. Smyth, Vice Chairman, Personnel and Reorganization Committee
Sharon Bulova Chairman, Fairfax County Board of Supervisors
John C. Cook
John W. Foust
Michael R. Frey
Pat Herrity
Catherine M. Hudgins
Gerald W. Hyland
Jeffrey C. McKay
Anthony H. Griffin, County Executive
Patricia Harrison, Deputy County Executive
Susan W. Datta, Chief Financial Officer
David J. Molchany, Deputy County Executive
Robert A. Stalzer, Deputy County Executive
David P. Bobzien, County Attorney
Robert L. Mears, Executive Director, Retirement Administration Agency
Sara J. Simmons, Executive Director, Civil Service Commission
Kenneth L. Saunders, Director, Office of Human Rights and Equity Programs
Randy Creller, Chairman, EAC
John Niemiec, President, IAFF Local 2068
Karen Conchar, President, FCGEU/SEI
Michael Scanlon, President, Fraternal Order of Police, Lodge 77
Chris Cochrane, President, Local5000 Police Union
Peter D. Andreoli, Jr., Office of the County Attorney
Edward E. Rose, Office of County Attorney
Cathy Chianese, Office of the County Executive