

**IMPARTIAL ANALYSIS BY COUNTY COUNSEL
MEASURE _____**

This measure would add new provisions to the County Charter, adopted by the voters on March 5, 2002. The new provisions would require voter approval of certain increases in retirement benefits for County employees and officials who are in the County retirement system. Specifically, the measure provides that the County Board of Supervisors may not take any action that would increase retirement benefits of any County employee, legislative officer or elected official without first obtaining voter approval. Voter approval, however, would not be required for statutorily-established cost of living adjustments, salary increases, and annual leave or compensatory time cash-outs.

This measure also provides that the County may negotiate tentative agreements with employee organizations for retirement benefit increases. However, such agreements would not become binding or effective (except for statutorily-established cost of living adjustments, salary increases, and annual leave or compensatory time cash-outs), and the County Board of Supervisors would have no authority to enter into final and binding agreements with any bargaining unit for benefit increases, unless the increases were approved by the voters.

This measure further provides that, prior to placing a proposed increase in retirement benefits on the ballot, the retirement system will prepare an actuarial study of the cost that would result from the proposed retirement benefit changes. A summary of the actuarial study will be published in the ballot pamphlet distributed to voters.

If this measure is approved by the voters, it will become operative on January 1, 2009. Future changes to the County Charter, including provisions requiring voter approval of retirement benefit increases, must be submitted to the voters for approval.

A copy of the proposed amendment to the County Charter is included in this Voter Information Pamphlet and is also posted on the Registrar of Voter's web site, <http://www.ocvote.com/>.

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