

**From:** [Joe Calabrigo](#)  
**To:** [Janna McKay](#); [kethrington@recyclesmart.org](mailto:kethrington@recyclesmart.org)  
**Subject:** RE: CCCSWA Personnel Committee meeting  
**Date:** Thursday, March 10, 2022 9:42:41 AM  
**Attachments:** [image001.png](#)  
[image010.png](#)

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Ken:

I have had an opportunity to review the agenda for tomorrow's Personnel Committee meeting for the Recycle Smart JPA. I know that all agencies have their way of presenting compensation data but it bothers me when data is purposely or inadvertently misrepresented. Let me provide you with such an example. On the very last page of the packet, <https://www.recyclesmart.org/filebrowser/download/6159918> you present a compensation comparison for various solid waste agency executive directors and include compensation data for the city/town managers from the JPA cities. Under the columns titled "retirement", for those agencies that offer a 401 defined contribution pension plan, the full amount of the agency contribution into the 401 plan (the agency cost) is shown. For those agencies that are in CalPERS, the only costs shown are those where the employer is picking up *the employee share*. In other words, ***the employer share of the CalPERS cost is not reflected in any way*** – rather the column simply states "CalPERS". Under CalPERS, based upon the type of plan that the subject agency is enrolled in, the agency has an employer share, typically based upon a percentage of the salary cost. Furthermore, every agency knows what that cost is – it has a dollar value. By failing to include this information, you are rather significantly misrepresenting *the total agency cost* for the CalPERS employees.

This is not the first time that I've seen data presented this way but the bottom line is that CalPERS retirement is the farthest thing from free to the member agencies and I think that it should stop being represented that way.

I wanted to send this along as I have shared these same thoughts with my board members.

Take care,

Joe



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