

ADMINISTRATION

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"In cooperation with our citizens, we improve the quality of life for individuals, families and communities by fostering a healthy economy and environment."

"Looking forward with purpose"

MEETING NOTICE

Nobles County Board Work Session
Wednesday, March 30th, 2016
8:30 a.m.

Executive Conference Room, Government Center
318 9th Street, Worthington MN

Agenda

1. Government Center Landscaping
2. Phased Retirement (Attachment)
3. Coffee with the Commissioners
4. 2016 Fair Booth - Theme
5. County Website
6. Why Nobles County Matters
7. Projects and priorities (Attachment)
8. Other



The procedure

Phased retirement requires a written agreement between you and the PERA-covered employer offering you the option. You must file both a *Phased Retirement Agreement* form and an *Application for PERA Retirement Benefits* with PERA. All other PERA benefit and application requirements must be met.

If your phased retirement agreement is not renewed, your employer must report your termination of public employment to PERA. You may not return to work for your employer or another PERA-covered employer for a minimum of 30 days. If you later rejoin PERA-covered employment and are under Social Security's full retirement age, you will be subject to PERA's annual earnings limit.

Not for retirees

Phased retirement is not available to PERA members who are already receiving a retirement

benefit. Retirees who return to PERA-covered work remain subject to the Association's earnings limits.

Sunset

Currently, the phased retirement option is set to end on June 30, 2019. Until then, PERA will be evaluating the program's effectiveness and its impact on the pension fund. Continuation of the option would require legislative action.

This document is available in alternative formats to individuals with disabilities by calling 1 800 652-9026 or through the Minnesota Relay Service at 1 800 627-3529.

This publication is intended to provide general information; the rights and obligations of PERA members are governed by state and federal laws, rules and regulations. The Minnesota Legislature or the federal government may change the statutes, rules and regulations governing PERA at any time. If there is a discrepancy between the law governing PERA and the information contained in this pamphlet, the statutes and regulations shall govern.

PHASED RETIREMENT

An option for Coordinated members age 62 and over



**Public Employees Retirement
Association of Minnesota**
60 Empire Drive, Suite 200
St. Paul, Minnesota 55103-2088
800 652-9026 ◆ (651) 296-7460
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Public Employees Retirement
Association of Minnesota



PHASED RETIREMENT: An option for Coordinated members age 62 and over

If you, as a Coordinated member, are age 62 or over, you may be able to ease into retirement under something called a *Phased Retirement*. This option is entirely at the discretion of your employer.

Under legislation passed in 2009, PERA's normal termination requirements and earnings limits are waived if you meet the requirements of the special provision.

Requirements

- ➔ To qualify, you must be age 62 or over and a vested member of PERA. You must also have worked a minimum of 1,044 hours in each of the five years immediately preceding the offer of a phased retirement by your employer or another PERA-covered employer.
- ➔ You must agree that your hours of work will be reduced by at least 25 percent and will not exceed 1,044 hours per year.
- ➔ The initial phased retirement agreement cannot exceed one

year. However, it may be renewed for up to an additional year. The total period of phased retirement may not exceed five years.

- ➔ You and your employer (or a new PERA-covered employer) must sign a *Phased Retirement Agreement* form provided by PERA. This is used in place of PERA's normal *Termination Verification* form.

The benefits of the plan

Normally, in order to receive a pension, members must formally terminate employment and have no prior agreement, either verbal or written, that they will be reemployed at a later date. In addition, there must be a minimum 30-day break in public service (paid or unpaid) if a member does return to work for a PERA-covered employer. Members who return to PERA-covered employment are subject to earnings limits

if they are under Social Security's normal retirement age—exceeding the limits results in a reduction of the PERA pension. These restrictions are eliminated under phased retirement. You will receive the full PERA pension you have earned, based upon your years of service, age at retirement, and high-five average salary.

In addition, neither you nor your employer are required to make future contributions to PERA. Since you are now receiving a pension, all further accrual of service credit or adjustment of the high-five average salary ceases.

Employer's discretion

Your employer is under no obligation to offer you a phased retirement or to renew any agreement that is made. You should also investigate the impact a reduction of hours may have on your other employee benefits.

(Continued on reverse side)

Federal Opportunities

- Ozone
- Water quality
- Health Care
- Cell service along Iowa border
- TIGER Grants (safety, econ. dev., state of good repair, qual. of life, envir. sustain)
- PILT

of votes

1 Information has been sent to Klobuchar's staff as requested.

State Opportunities

- Buffers
- MPCA
- Broadband
- Court Security
- Rail Authority
- Assessor Accreditation
- Row Officer Appointment vs. Elected
- Mobile homes taxes

Letter sent, will again to new committee
 Feasibility Study ongoing, BBC moving well, watching legislation
 1 Legislature is talking about state funding.
 Contacted Chad - hope to start collecting again & he will contact POET

1 Not likely this legislative session

Local Opportunities

- Lewis & Clark
- Vision 2030
- NEON
- Shared FM person
- Meet the legislators
 - District 8 AMC
 - Broadband Breakfast
- Workforce
- Economic Development
- Housing
- Oxford St improvements
- Oxford Redevelopment
- Mall Development (Remove?)
- Local transit

2 Unless a political fallout, final funding is #1 on state bonding bill
 Expect a presentation before long
 Continues - need to engage more agencies

Nobles to host the next one, likely at the event center early June
 TBD Slayton, March 25?

1 need ideas

1 City following

County Opportunities

- PJC Lease Agreement
- PJC Security
- KidsPeace space
- PJC Site
- 25 Year road plan
- Local Option Sales Tax
- Wheelage Tax
- GIS system
- LEAN
- Strategic Plan

2 Awaiting legal review of draft document

1 No leads at this time

1 Steve will look into this further

Facilitators to lead

Web page

Identity/People's Report

County image

Mobile platform

Ditch system

Redeterminations

Issue enforcement

Buffer strips

Maintenance

Honorary Board member

Insurance

City/County fiber loop

Succession planning

Building projects - Long Term Facility Repair Plan

Maintenance Care software tool

Building projects - Armory (Historical and Library Future)

Employee engagement/morale

Ordinance research and organization

Organization structure

Tom 's Opportunities

Leading, serving, supporting

Strategic Planning

Data Practices Policy

Finance Policies updates

Personnel Policies updates

Community Engagement (several boards & committees)

Annual report

County Ordinance organization

Leases/Contracts/Agreements

1

We are gathering possible firms to ask for quotes

1

We are gathering possible firms to ask for quotes

Included in 'above'

4

Steve, Beth Tom need to develop a formal plan

2

Possible new legislation

1

Updating needs now

Collecting data, ready to begin input

2

board will need to determine after final public hearing the 29th

2

? Develop a survey and set a baseline that can be repeated annually.

My priority

Continuous, plan next 'Advance'

Needs additional effort, started

Jerry leading

Sue leading

Too many

Cathy/Tom

Work with Kathleen to organize

As they come up they are addressed

CAPITAL IMPROVEMENT NEEDS SUMMARY

Site	Building Projects	2016	2017	2018	2019	2020	Beyond
Gov't Center							
	Ninth Street outdoor steps replacement						
	Ninth Street ramp radiant heat system						
	Tenth St. access & landscape						
	Public Service Counters improvements						
	Access Control	\$ 15,000					
	New Generator set						\$ 125,000
	Community Services Reception	\$ 35,000					
	Community Services consolidation						
	Roof Replacement				\$ 492,000		
	Foundation waterproofing		\$ 95,000				
Back-up generator in-ground fuel tank - replacement			\$ 110,000				
PJC	Courts Security						
	Attorney Conference Room	\$ 22,000					
	Gen. set fuel system improvements	\$ 9,000					
	Roof area envelope rehabilitation			\$ 130,000			
	Grade level rehabilitation				\$ 300,000		
	Small energy efficient boiler for low demand times						
	Roof Replacement					\$ 2,000,000	
	***Roof over personnel entry - rear						
	***Sheriff's Garage addition	\$ 600,000					
Library	Flooring replacement						
	Roof Replacement						\$ 250,000
	Grade level rehabilitation				\$ 20,000		
Adrian Branch	Interior update						
	Adrian building envelope				\$ 35,000		
Public Works	Roof Replacement	\$ 105,000		\$ 148,000	\$ 316,000		
	HVAC RTU's - replacement						
	Asbestos abatement - old shop area & boiler	\$ 18,000					
	Boiler for old shop area			\$ 25,000			
	Grade level rehabilitation				\$ 30,000		
	Adrian salt/sand storage						\$ 100,000
	**Adrian Road Shop			\$ 415,000			
Armory	HVAC Replacement						
	New elevator						
	Remodel						
OTHER CIP	*Election Equipment		\$ 200,000				
	Lactation Rooms for each building per WESA						
	Security Camera System (except PJC)						
	Signage -indoor and outdoor, all buildings	\$ 20,000	\$ 10,000	\$ 10,000			
	Landscape improvements/masterplan	\$ 15,000	\$ 12,000	\$ 10,000	\$ 8,000	\$ 6,000	
	Space Needs Studies - PW (state, county, city)						
	Floor care - scrubber, carpet extractor	\$ 22,000					
	Land for future PW collaborations						
Technology	City/County fiber within Worthington	\$ 13,000	\$ 20,000				
	Video conference/ITV in Board room						\$ 110,000
	Web Site & Identity	\$ 15,000					
ANNUAL SUM	SUM	\$ 889,000	\$ 337,000	\$ 848,000	\$ 1,201,000	\$ 2,006,000	\$ 585,000

BLUE - more information required

RED - Must do, timing may change

ORANGE - important projects

OTHER POTENTIAL INVESTMENTS

Relocate functions from the Library building

BAC lab completion

Workforce housing

Change all controls from pneumatics

Other economic development

Mall Demolition

*Auditor need

** Possibly partner with the City of Adrian

*** Partner with the City of Worthington