



REQUEST FOR COUNCIL ACTION

AGENDA DATE: September 23, 2024

AGENDA ITEM: Consider updates to PERA Membership Plan for Rental Inspector/Firefighter position.

PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

In April 2021, the City Council revised the Rental Inspector/Firefighter job description. Based on the position duties, and PERA pension eligibility requirements, employees filling the role of Rental Inspector/Firefighter were enrolled in the PERA Coordinated Plan.

For this specific position to qualify for participation in the PERA Police & Fire (P&F) Plan, the Rental Inspector/Firefighter position must meet the definition of a “firefighter” as defined by statute. Recent legislative changes expanded the definition of full-time firefighter for PERA Police & Fire (P&F) Plan eligibility. By statute, the expanded definition of full-time firefighters now includes full-time positions that are **engaged in the hazards of, or exposed to hazardous conditions, resulting from firefighting or fire prevention, suppression, or investigation**. Also, to be considered a firefighter, full-time employees must be employed in a fire department, required by the employer to be (and are currently licensed by) the Board of Firefighter Training and Education under Minn. Statute §299N.05, and assigned less than 50% of the time to perform employment duties that are not within the scope of full-time firefighter duties in the same department.

With this legislative change, the expanded definition of full-time firefighter by statute, and the position description, our labor attorney reviewed and supported the Rental Inspector/Firefighter eligibility requirements and enrollment in the PERA Police & Fire (P&F) Plan.

Ultimately, determinations about eligibility for, and administration of, PERA plans fall within the authority of PERA. Our question regarding eligibility was also provided to the PERA Casework & Eligibility Team, which advises which pension plan a position’s eligibility would fall under. After reviewing the information, the PERA Casework & Eligibility Coordinator indicated that based on the legislative changes mentioned above, and the job description, the position of Rental Inspector/Firefighter meets the requirements for PERA Police and Fire (P&F) Plan eligibility.

REQUESTED COUNCIL ACTION:

Make a motion to update the PERA pension membership plan for the Rental Inspector/Firefighter position from the PERA Coordinated Plan to the PERA Police & Fire (P&F) Plan retroactive to the payroll beginning May 26, 2024.