



EXHIBIT 1
DATE 2/12/13
HB 95

Montana Association of Counties

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County Survey Results (42 counties out of 56)

HB 95 - Require contributions on working retiree compensation

1. Do you regularly hire working retirees of the Public Employees Retirement Systems to work in your county?	Response Count
Yes – Part time/Seasonal	21
Yes – Full time (up to 960 hours per year)	7
No	12
Other (please specify)	14
TOTAL RESPONSES (NOTE – SOME RESPONDED TO MORE THAN ONE ANSWER)	54

Responses to Other (please specify)
Primary part-time as needed. Occasionally hire full-time
Phillips County has only 2 retirees currently working as a part-time employee.
There are 3 employees currently working.
Rarely - does happen though.
Currently we have our first employee that came back after retirement
Temp & Short-Term
We have a couple of part-time, temporary fill-ins.
Haven't had any applications
Appointed position
Occasionally
We do not regularly hire retired employees; we have temps for Health Dept., Elections, Fair and Reserve Sheriff Deputy. One Perm Part time Road Research Tech
Temporary as needed
We have some retirees that work only five to ten hours monthly to stuff bills for the local telephone company as a service for the elderly in our community.
We have 1 retiree who helps out during chip sealing a few times a year in the road department. He has nothing resembling regular hours.

2. If yes, what duties do they perform (i.e., for which departments?)	
Beaverhead	Part time for the road, winter snow removal, call in for the clerk of district court, our museum director, and fair manager.
Big Horn	Judicial
Blaine	County Bldgs./maintenance Museum
Carbon	Secretarial support for County Attorney and Planning Office
Carter	Retired Teacher - works with two rural schools to satisfy the requirements for certification of the Supt of Schools position. A retired DOR appraiser works with the county commission on road issues - abandonments etc.
Cascade	Health Department and Expo Park
Chouteau	Road Equipment Operator Substitute Librarian

Daniels	Commissioners and dispatchers
Dawson	Sanitarian - The dept. head left the position and the previous Sanitarian is filling in until a new one is hired. Sr. Citizens Center - fill in cook Fair - Part time Director Other positions are as needed and only as fill-in.
Fallon	Temps for Health Dept. - RN, Election Judges, Fair weekend help and Sheriff - Reserve Deputy that works wedding dances and Fair weekend - he is not nor was never SRS, he is PERS only.
Fergus	Airport secretary
Flathead	Health Department, Road Department
Gallatin	Elections, Treasurer, 911 Records, Justice Court, Facilities
Granite	Relief office, custodial and solid waste attendant
Hill	2 Clerks @ Clerk & Recorder; 1 Bailiff @ Justice of the Peace: 1 Laborer @ park: 1 Clerk @ Treasurer
Jefferson	Road dept. - admin. assistant; road crew laborer; sheriff dept. - dispatcher; solid waste - site attendants; librarians; office clerks; DES coordinator
Judith Basin	Road Department
Lake	Road - Admin Assist 1 day/wk., Airport - Admin Assist, Election - Admin Assist during high volume, Justice Court - Admin Assist SRS Retiree as Bailiff as needed.
Lewis & Clark	Treasurer, Health Dept., Other Depts. as necessary
Liberty	Occasionally we hire working retirees on a very part time basis in the Weed Department and for the Senior Citizens Center.
McCone	Stuffing envelopes with bills only 10 hours a month and they are called the Mid-Rivers Bill Stuffers.
Mineral	Road department - chip sealing
Missoula	It varies, assisting with Elections, Health care, grant writing, administrative duties, one attorney.
Phillips	PHEP-grant writing program
Pondera	Part time transit bus driver (as needed); fill-in for building maintenance
Powder River	Dispatch, Nursing Home Aide, Coroner, Transit Driver
Powell	Relief/fill-in work for the Clerk & Recorder's Office, Clerk of Court Office, Road Department, and Landfill.
Richland	Part-time Coroner, seasonal in Weed Department & fill-in in Library
Roosevelt	Treasurer, Sanitarian and County Attorney
Teton	Library, Health, Weed, Safety Officer
Toole	Road Dept. Transit bus driver, Hospital Aides
Treasure	Extra Person in the Road Department - Seasonal
Valley	Transportation, Deputy County Attorney

3. On average, how many PERS working retirees do you hire annually?	
0	14
1-2	17
3-4	5
5-6	4
9-11	1
TOTAL	41 (66% of Counties responding hire working retirees annually)

4. On average, how many SRS working retirees do you hire annually?	
1	Bailiff

5. What was the total payroll for working retirees for PERS Retirees reported to MPERA in FY 12?	
\$784,084.25 (34 counties reported out of 41 respondents)	NOTE: ER Contribution @ 7.07% would have been: \$55,434.76

6. What was the total payroll for working retirees for SRS Retirees reported to MPERA in FY 12?	
\$1,260.03 (1 county reported out of 41 respondents)	NOTE: ER Contribution @ 10.115% would have been: \$127.45

7. What was the total payroll for working retirees for PERS Retirees reported to MPERA in FY 11?	
\$740,965.59 (34 counties reported out of 41 respondents)	NOTE: ER Contribution @ 7.07% would have been: \$52,386.27

8. What was the total payroll for working retirees for SRS Retirees reported to MPERA in FY 11?	
\$3,634.92 (2 counties reported out of 41 respondents)	NOTE: ER Contribution @ 10.115% would have been: \$367.67

9. Would the passage HB 95 impact your ability to recruit and/or retain employees and/or working retirees? If yes, please explain.	
Yes	14
No	18
Maybe/Unknown	7
N/A	2

Comments submitted on Question #9:	
Yes, trying to keep part time employees is difficult. There is no retraining working retirees. And it would also impact the budget.	
I believe passage of HB 95 could impact our ability to recruit and retain working retirees. In fiscal 2012, three out of our five working retirees exceeded the 480 hour threshold that HB 95 would impose. The ability to hire working retirees is extremely beneficial as they are usually being employed as relief workers in the offices or departments that they retired from, thus; they do not require the training that a new employee would. Furthermore, the irregular schedules of these positions are not attractive to many job seekers who are looking for more reliable, regular, and consistent work.	
We have trouble finding relief dispatchers and if the retirees couldn't work we may not find people to fill that spot	
Somewhat. Probably not recruit as much as retain. Retirees looking to supplement their income would likely work half the time they were previously working in order to avoid losing their benefit while working. Their take home pay would also be reduced.	
IT MAY. RURAL MONTANA COUNTIES LIKE SHERIDAN MAY HAVE TO UTILIZE THESE RETIRED EMPLOYEES TO BE ABLE TO PROVIDE THE NEEDED SERVICES TO OUR CITIZENS DUE TO SHORTAGE OF WORKFORCE.	
Yes loss of retirement pension for more than 480 hours most retirees will not return	
Yes. Would make it more likely not to hire temporary working retirees.	
Yes. These people are a good resource for temporary help.	
I believe so. If I read it right this bill cuts the exempt hours in half and raises the contributions on both the employer and retiree.	
Yes, due to the cost to the employer and retired employee	
Based on so few working retirees applying for work with our county - at present, I do not believe it would impact our county.	

Yes, construction season employees
No. Only working retirees would be those who come in to do some minor training or fill-in.
In the future it could. As our older workforce retires, we may need to hire retirees for training of new workers, etc.
May make it more difficult to retain working retirees. The two working retirees that we have provide secretarial support to departments that have other part time secretarial staff.
Retain the Perm Part time employee would be impossible; he would be required to quit. The other temps we have might be able to stay.
Yes, retired employees most likely would not work if they have to give up retirement benefits.
It might as sometimes specialty, i.e. RN, or safety officer position
Yes, we feel it would affect retaining employees because it would affect the benefits they are already receiving.

10. Are you using working retirees in place of budgeted FTE positions that would normally pay into the retirement systems?

Yes	6
No	36

If yes – how many budgeted FTE positions? (Note: 5 responses out of 41)

1	One county responded
2	Two counties responded
Other	.57 (In FY 2013 this position has been filled by someone who is not a working retiree.)
Other	2.5 – others as needed

11. Would the passage House Bill 95 have a fiscal impact to your county?

Yes – Significant	6
Yes – Minimal	26
No	10

12. Do you have any comments regarding this legislation you would like us to present on your behalf?

It is easier to rehire someone that is retired with experience for the fill in jobs then to train another individual. Most people don't want sporadic work.
Yes, but it's difficult to determine how much. This would depend on how many retirees we currently employ and whether they chose to stay on after the bill was passed.
This could create a loss of bringing retirees back for certain expertise they have for us to get a short term project completed in a timely manner.
Why does the State always try to fix a problem at the expense of the Counties? This is a band-aid fix. Correct the error that caused the the problem don't just feed them more money to mismanage.
Working retirees hired prior to the 7/1/2013 beginning date should be considered exempt from this legislation.
The state made poor investments at the counties expense.
MPERA and the legislature need to focus their time on more substantive pension reform. This is a very minor issue when more critical reform is imperative.
Don't punish the retired employee for using their strengths to subsidize their income with part time work. They could go work for a non-PERS employer full time.