

Departmental Presentations
Human Resources Department
September 18, 2013



Non-uniform Pension Plan Improvement Status



- Board of Directors approved new Defined Benefit Plan Document and amended Defined Contribution Plan Document August 27, 2013.
- Employee meetings started in August and continue through September 2013.
- New plan to be effective January 1, 2014, to begin with pay period starting December 28, 2013.

Non-uniform Pension Plan Improvement Status



- Contribution rates will be 4.5% employee and 9% employer.

Non-uniform Pension Plan Improvement Status



- Plan design includes protections to avoid unfunded liability, including:
 - Projected growth assumption 6.5% versus other plans that use up to 8%

Non-uniform Pension Plan Improvement Status



- Cost of living adjustment (COLA) = $2/3$ of CPI with cap of 5%
- COLA will only be paid if plan is 80% funded

Non-uniform Pension Plan Improvement Status



- Service credit purchase will be actuarially determine so the plan does not start with an unfunded liability.

Non-uniform Pension Plan Improvement Status



- Any increases will be split between the City and Employee 2:1.