Departmental Presentations
Human Resources Department
September 18, 2013
Non-uniform Pension Plan Improvement Status

- 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.
• 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

September 18, 2013
Non-uniform Pension Plan Improvement Status

–Service credit purchase will be actuarially determine so the plan does not start with an unfunded liability.
• Any increases will be split between the City and Employee 2:1.