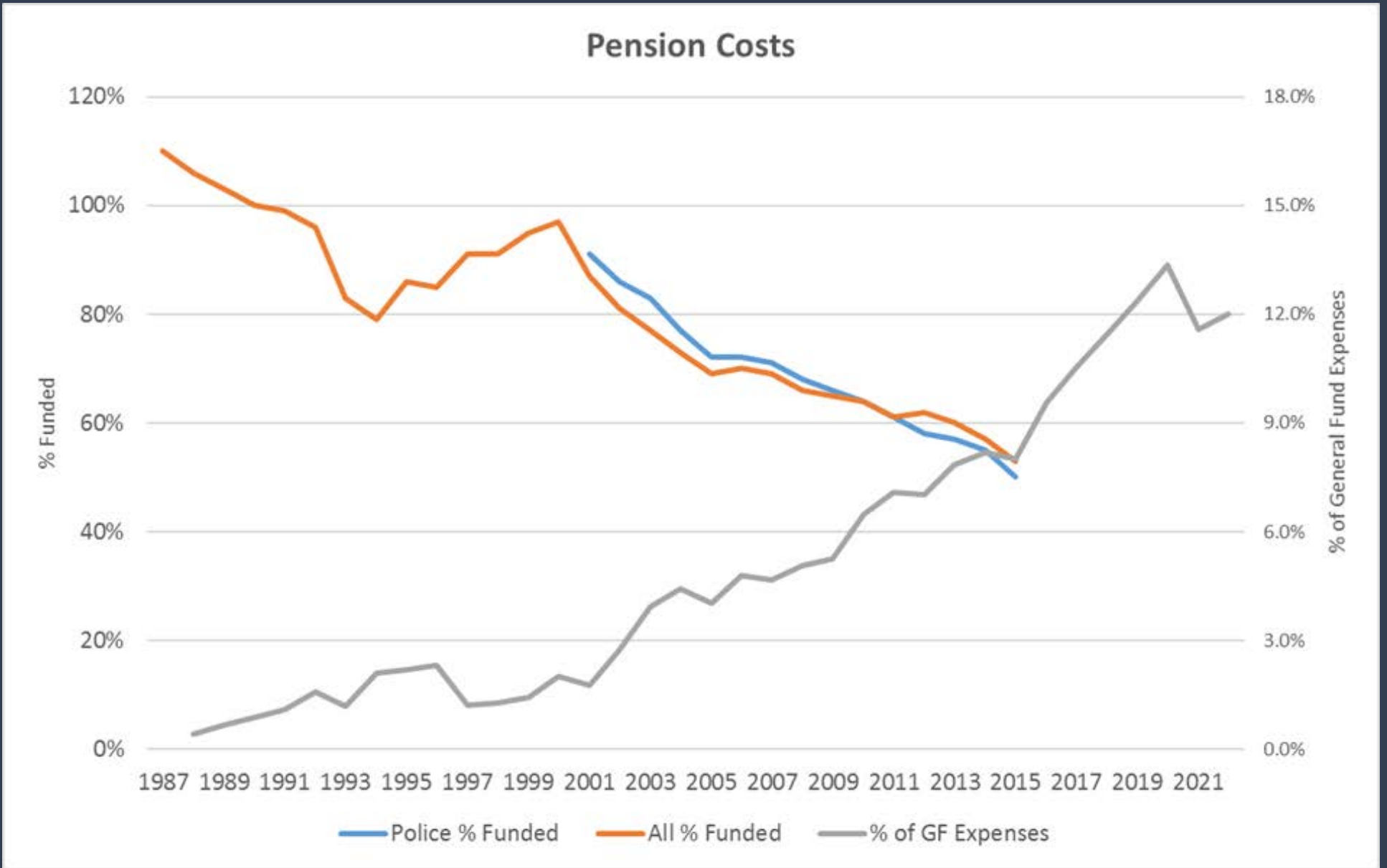


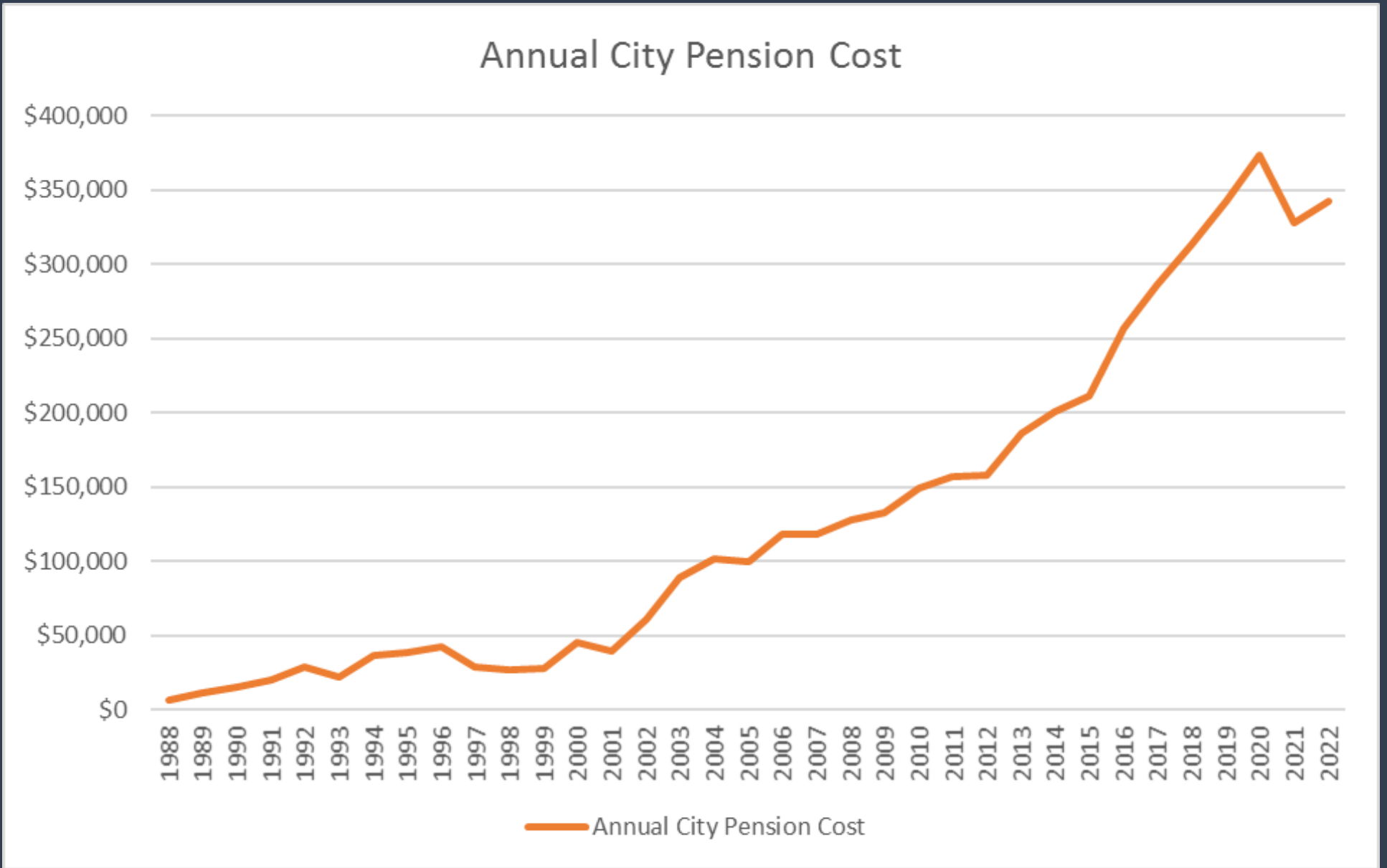
Pension Unfunded Liability Overview



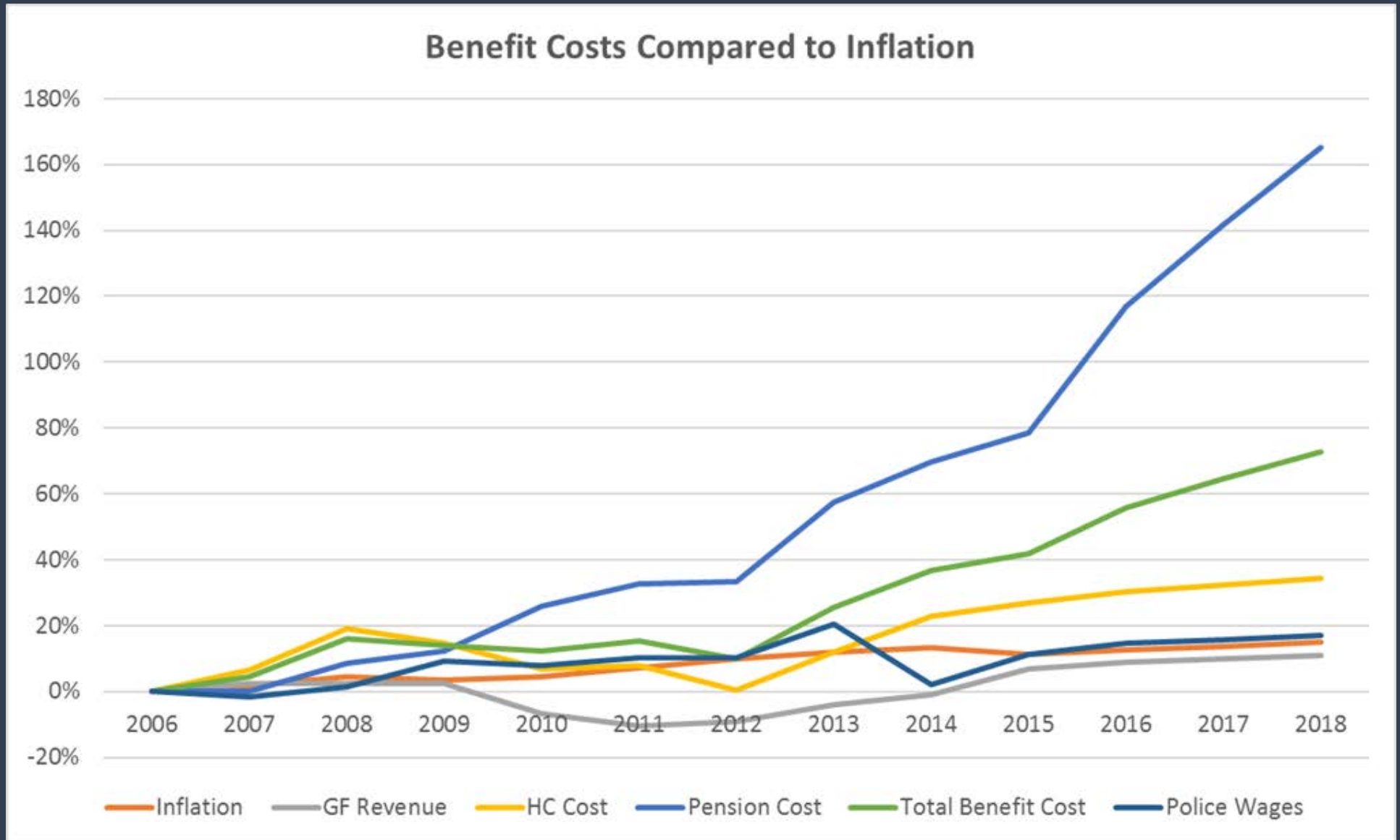
Pension Costs



Pension Costs



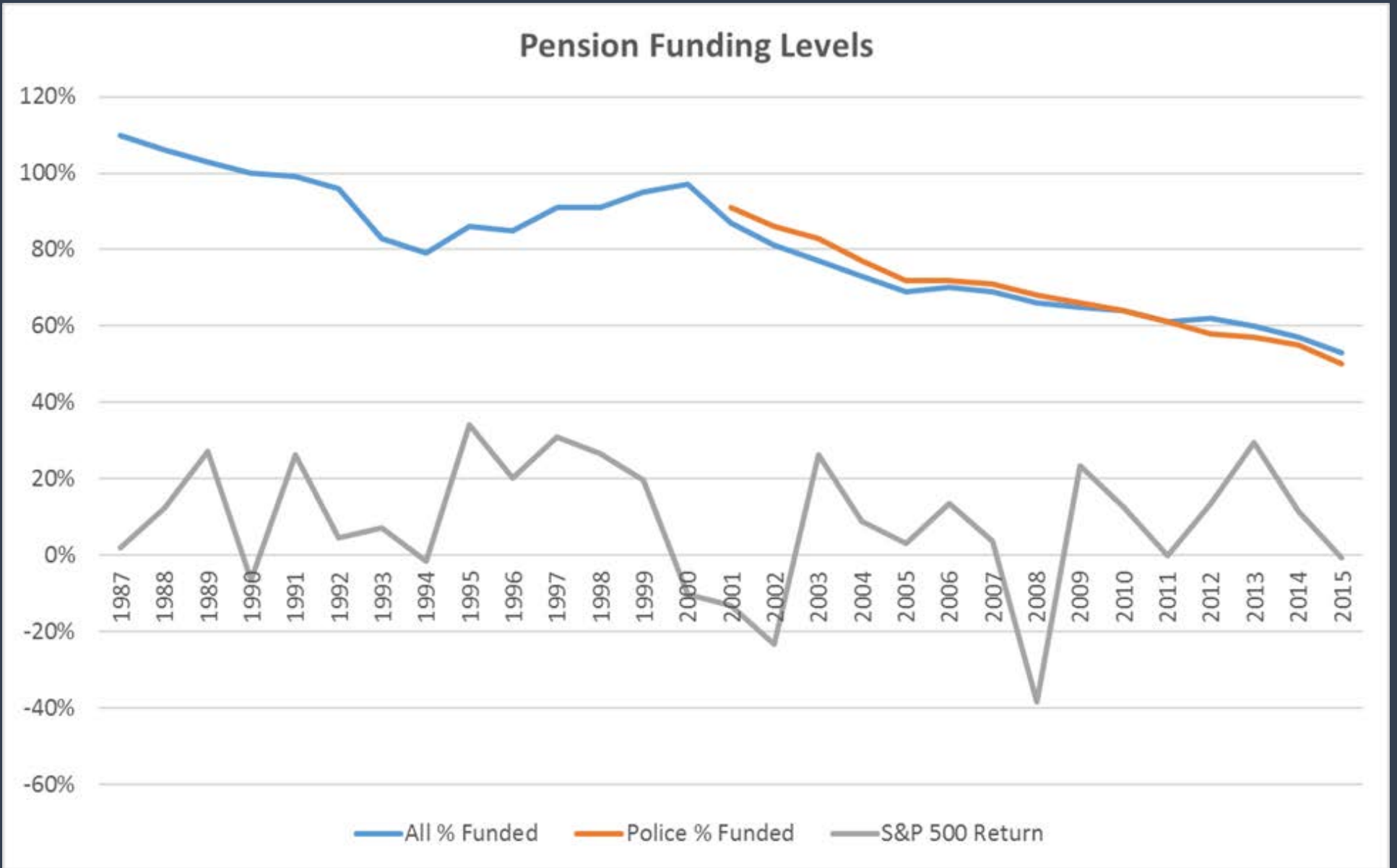
Pension Costs



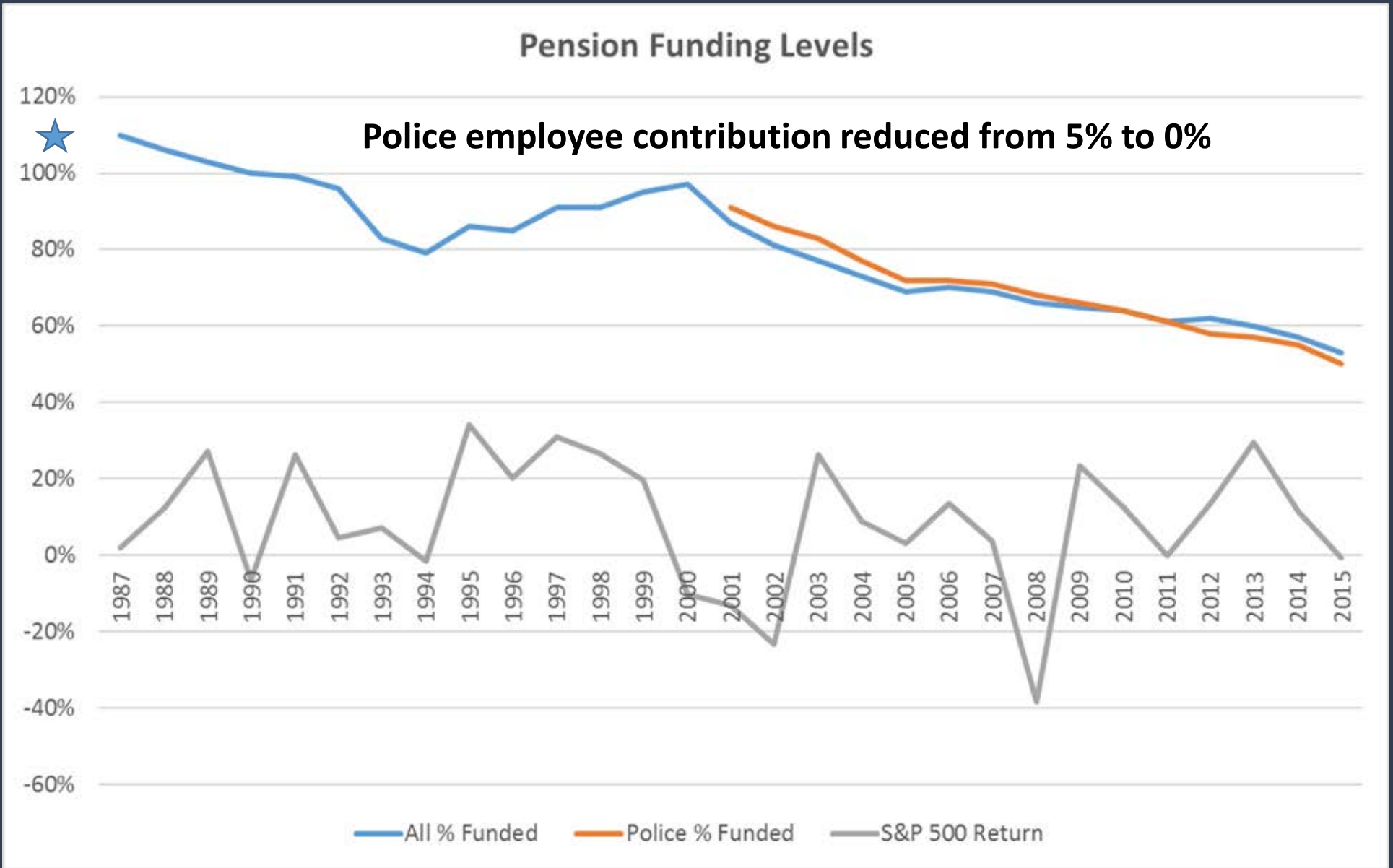
Pension Benefit History

Year	02 - Police
1946	5% Contribution, 1.7% multiplier
1982	0% Contribution, 1.7% multiplier
1989	0% Contribution, 2.0% multiplier
1992	0% Contribution, 2.25% multiplier
1998	0% Contribution, 2.5% multiplier
2011	2.5% Contribution, 2.5% multiplier
2011	02 – Police group closed to new hires
Year	10 - Non-Union
1946	5% Contribution, 1.7% multiplier
1985	5% Contribution, 1.7% multiplier (COLA)
1990	0% Contribution, 1.7% multiplier (COLA)
2001	0% Contribution, 2.5% multiplier
2011	10 – Non-Union group closed to new hires

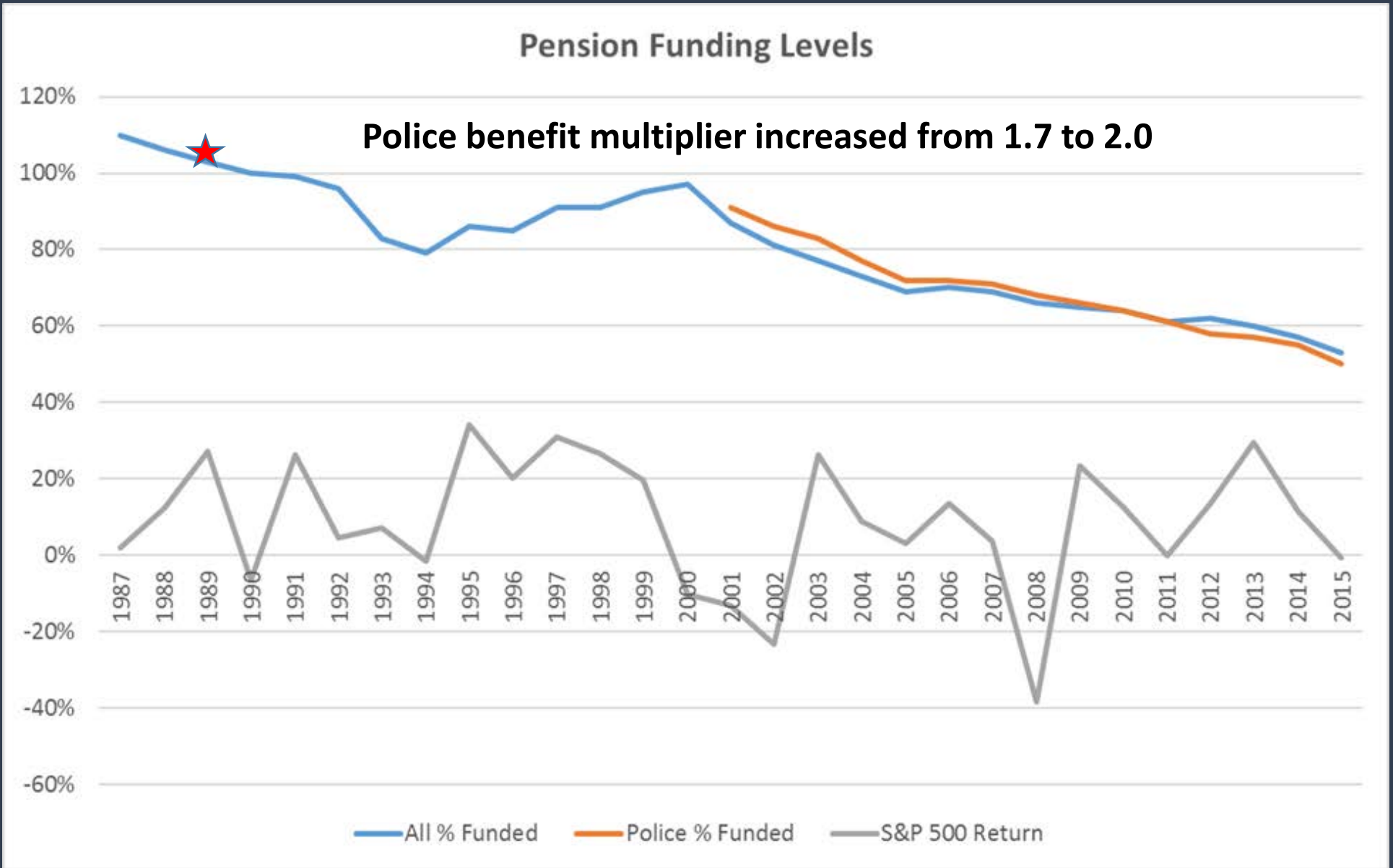
Pension Timeline



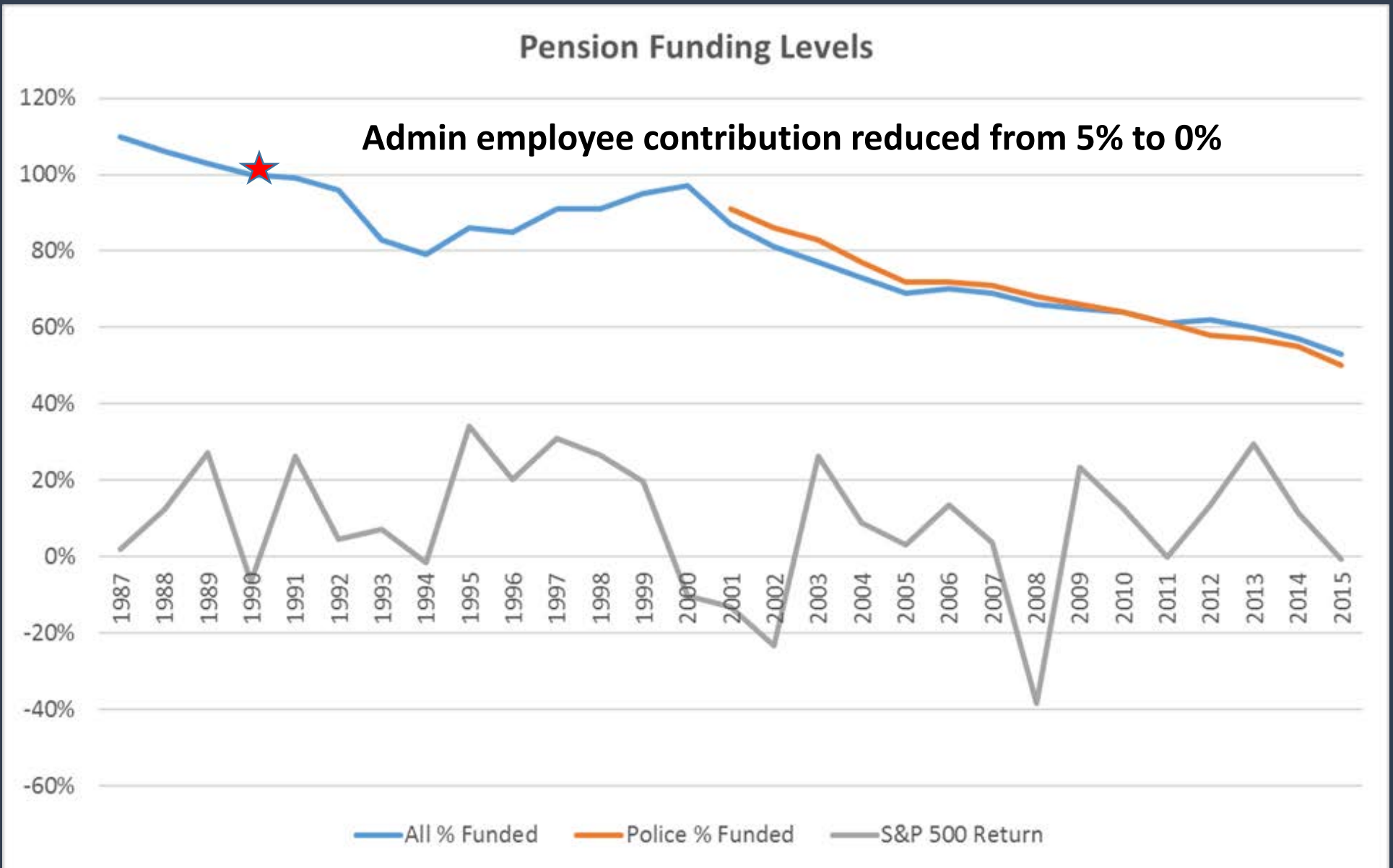
Pension Timeline



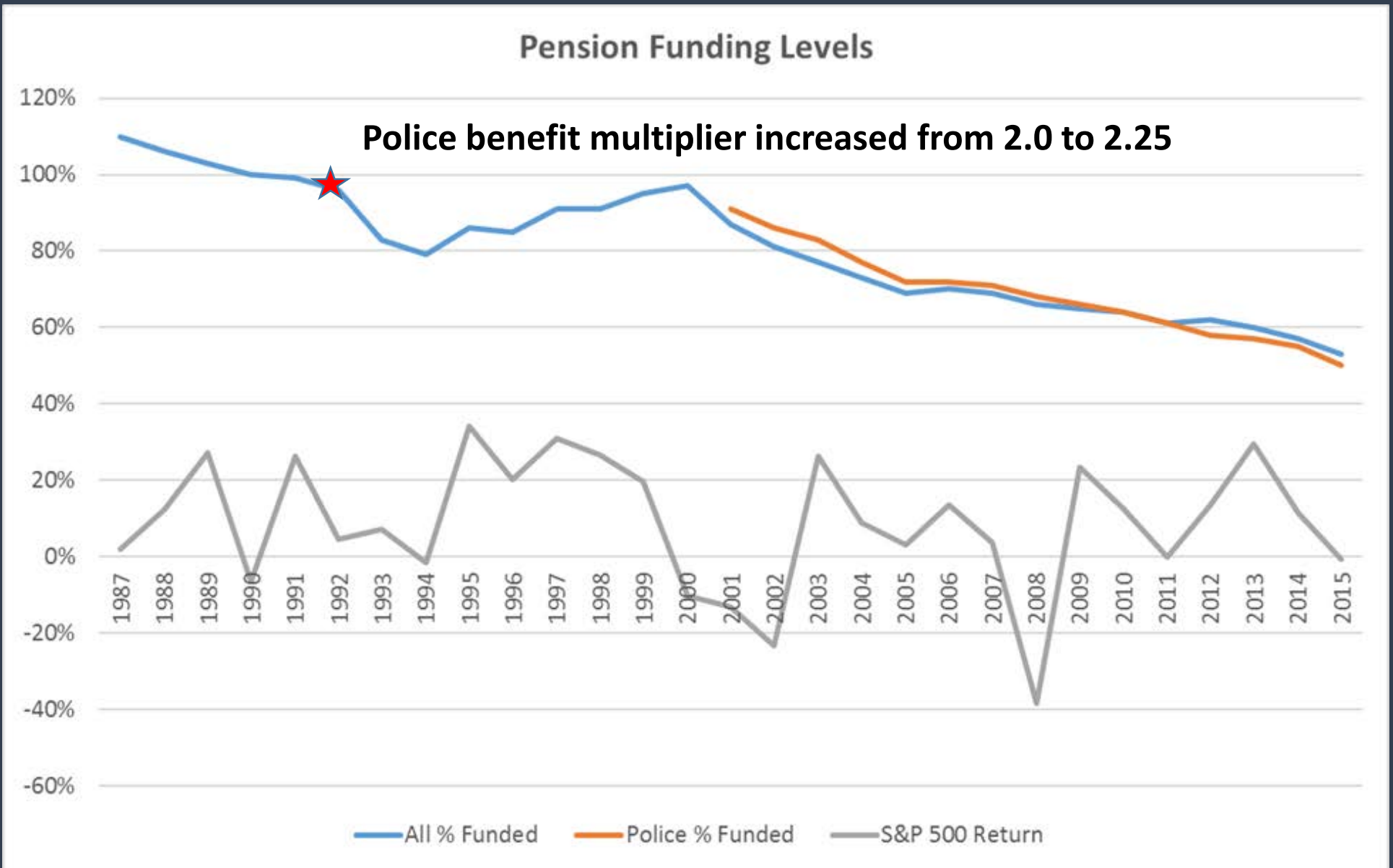
Pension Timeline



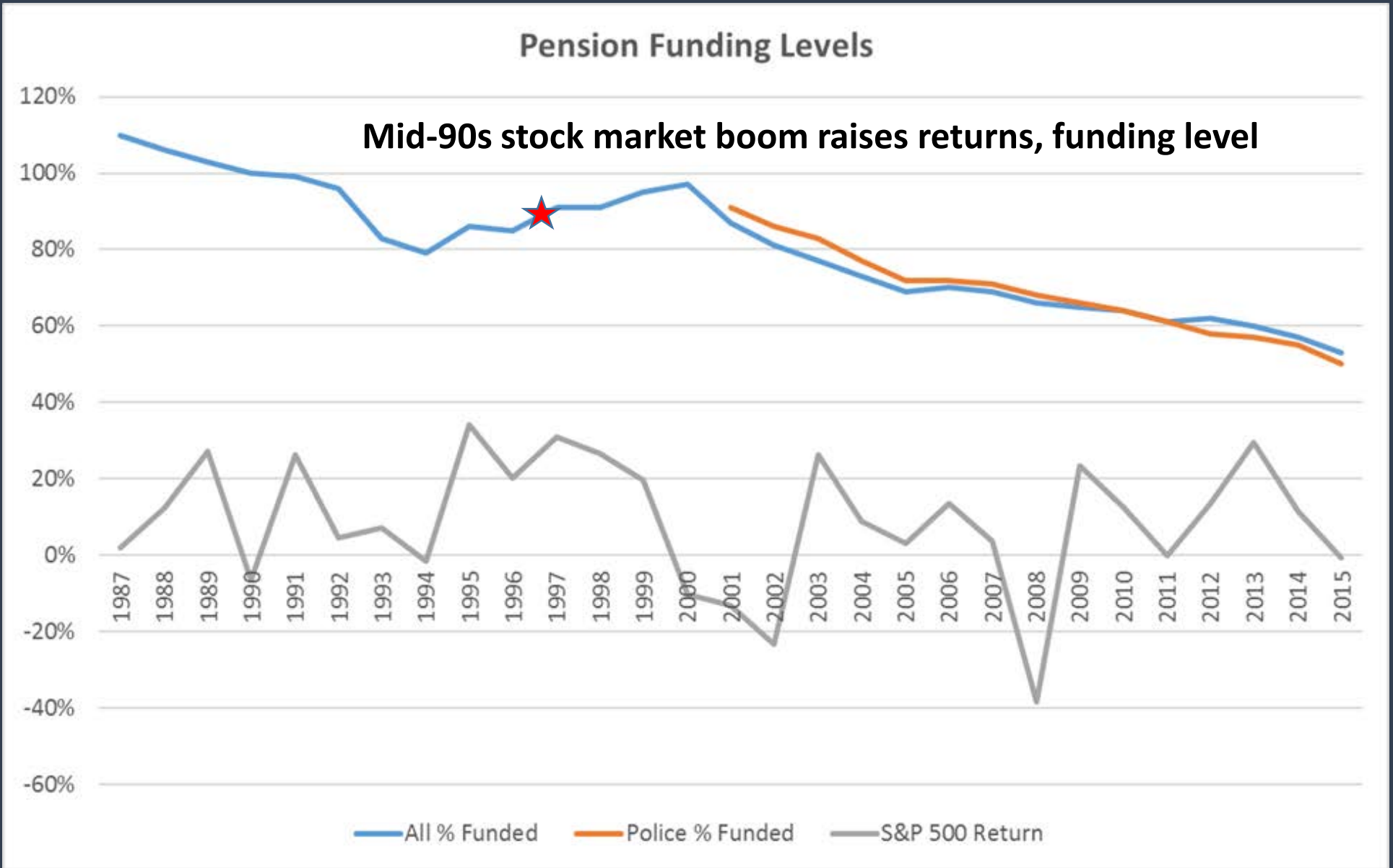
Pension Timeline



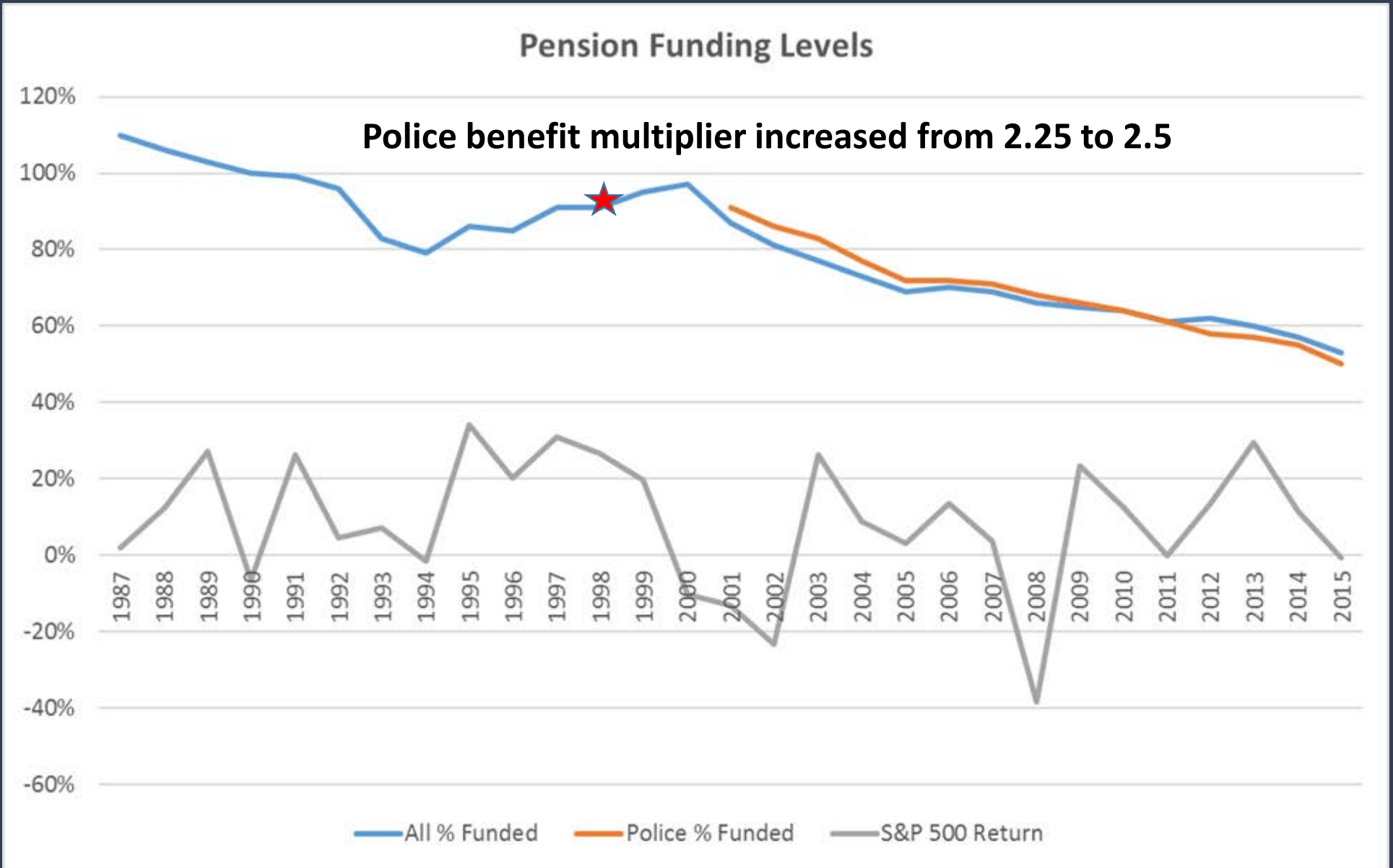
Pension Timeline



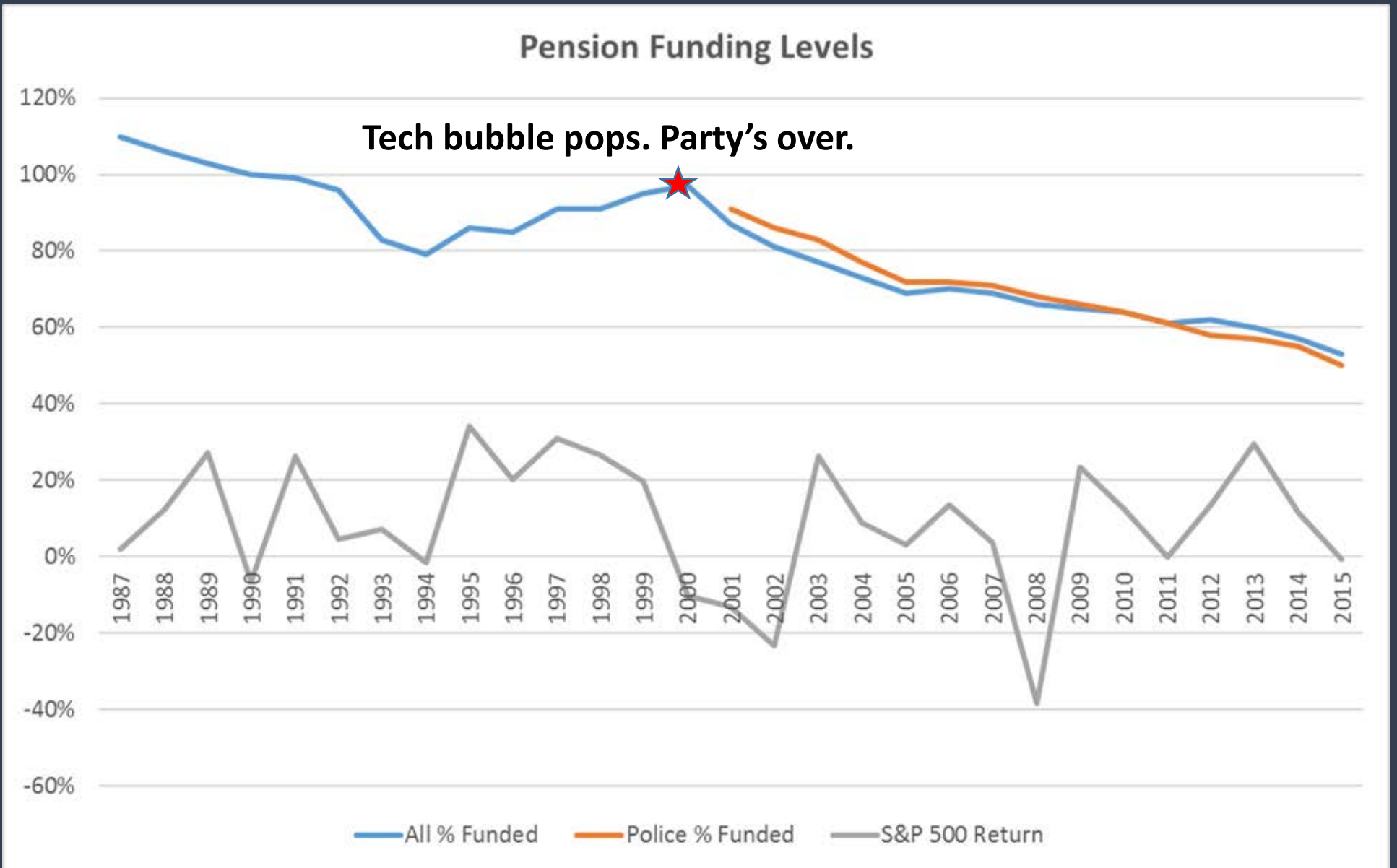
Pension Timeline



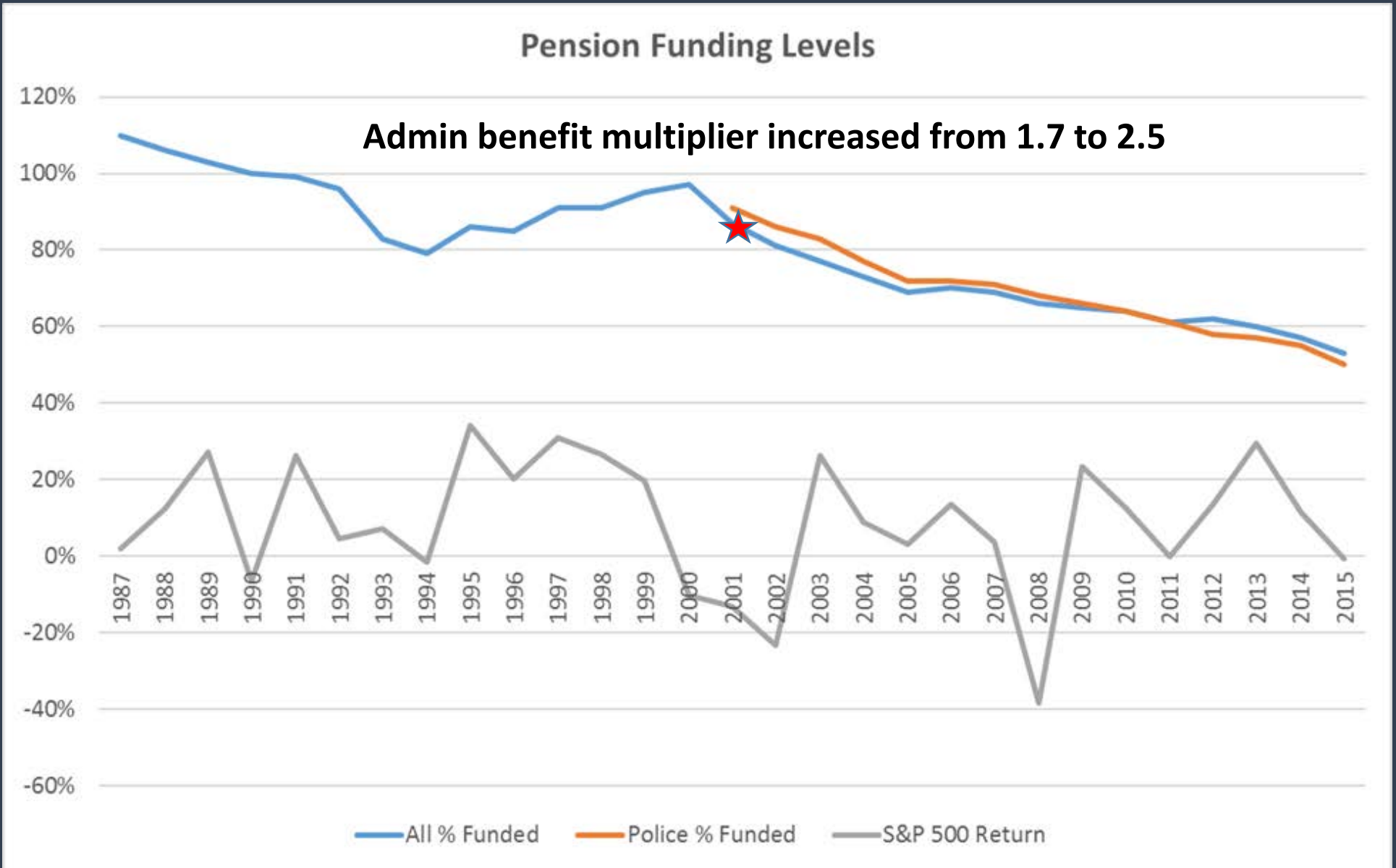
Pension Timeline



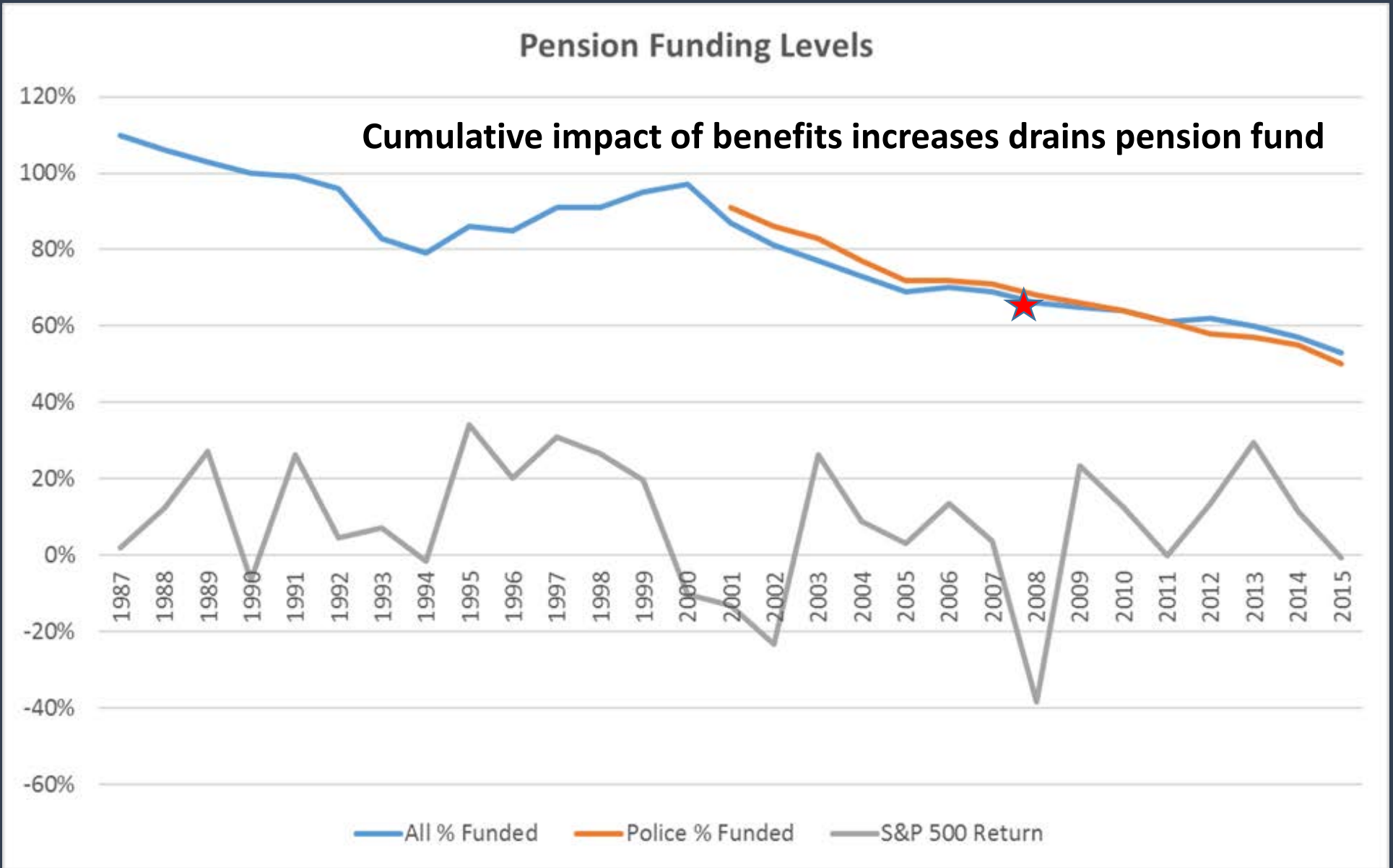
Pension Timeline



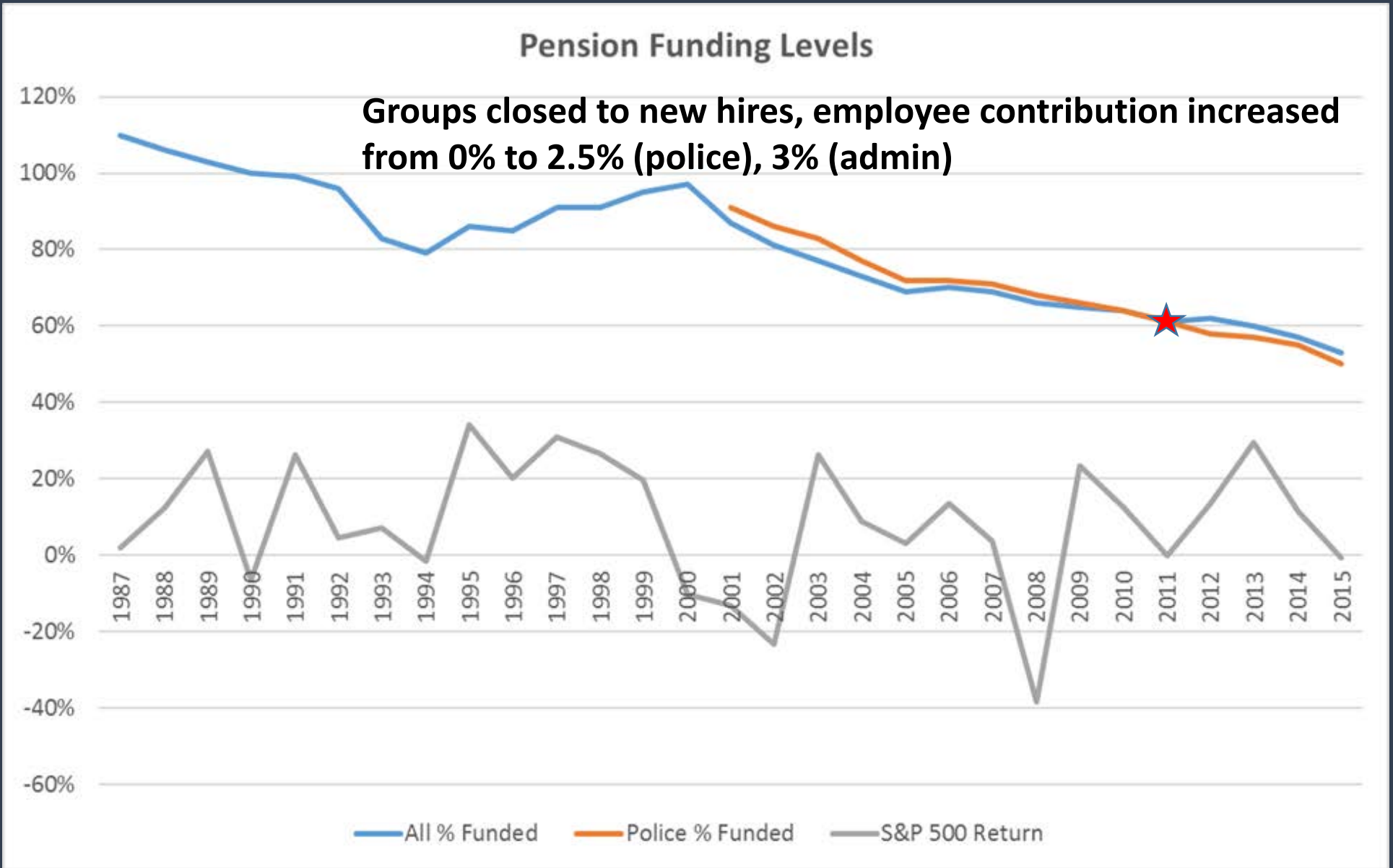
Pension Timeline



Pension Timeline



Pension Timeline



Current Funding Levels by Group

Actuarial Accrued Liabilities and Valuation Assets As of December 31, 2015

Table 6

Division	Actuarial Accrued Liability	Valuation Assets ¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
01 - Gnrl Oth				
Active Employees	\$ 0	\$ 0	0.0%	\$ 0
Vested Former Employees	254,809	3,696	1.5%	251,113
Retirees And Beneficiaries	237,537	173,569	73.1%	63,968
Pending Refunds	0	0	0.0%	0
Total	\$ 492,346	\$ 177,265	36.0%	\$ 315,081
02 - Police				
Active Employees	\$ 962,470	\$ 114,490	11.9%	\$ 847,980
Vested Former Employees	76,767	0	0.0%	76,767
Retirees And Beneficiaries	2,233,356	1,533,091	68.6%	700,265
Pending Refunds	0	0	0.0%	0
Total	\$ 3,272,593	\$ 1,647,581	50.3%	\$ 1,625,012
10 - NonUnion				
Active Employees	\$ 718,396	\$ 35,099	4.9%	\$ 683,297
Vested Former Employees	91,951	91,951	100.0%	0
Retirees And Beneficiaries	682,383	682,383	100.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 1,492,730	\$ 809,433	54.2%	\$ 683,297
11 - City Mgr				
Active Employees	\$ 0	\$ 0	0.0%	\$ 0
Vested Former Employees	0	0	0.0%	0
Retirees And Beneficiaries	692,175	491,240	71.0%	200,935
Pending Refunds	0	0	0.0%	0
Total	\$ 692,175	\$ 491,240	71.0%	\$ 200,935
12 - Non-Union after 7/1/2011				
Active Employees	\$ 16,223	\$ 17,598	108.5%	\$ (1,375)
Vested Former Employees	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	2,244	2,244	100.0%	0
Total	\$ 18,467	\$ 19,842	107.4%	\$ (1,375)
20 - Police as of 7/1/2011				
Active Employees	\$ 21,154	\$ 19,734	93.3%	\$ 1,420
Vested Former Employees	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 21,154	\$ 19,734	93.3%	\$ 1,420

Budget Impact

	16-17	17-18	18-19	19-20	Increase: 2016 to 2020
Total General Fund Revenue	\$2,679,162	\$2,706,833	\$2,724,989	\$2,743,476	2.1%
Total General Fund Expenditures	\$2,655,552	\$2,694,651	\$2,739,062	\$2,789,886	5.1%
<i>Pension Expenditures</i>	\$238,010	\$295,670	\$324,984	\$354,891	49.1%
<i>Non-Pension General Fund Expenditures</i>	\$2,417,542	\$2,398,981	\$2,414,081	\$2,434,995	0.7%
Net Revenue	\$23,610	\$12,182	(\$14,106)	(\$46,444)	

Actions To-Date

- 2010 - Police group 02 and Admin group 10 closed to new hires
- 2011 - New groups created
 - 2.25 multiplier police*
 - 1.7 multiplier admin*
- 2011 - Employee contribution increased from 0 to 2.5% (police), 3% (admin)
- 2017 - Proposed Hybrid plan for now police hires
- 2017 - Health care savings plan for new hires (all)