

# Economic Vitality Incentive Program/County Incentive Program FY 2014 Unfunded Accrued Liability Plan

Local Unit Name: City of Marysville  
Local Unit Code: 742030

---

## PREVIOUS ACTION TAKEN TO REDUCE UNFUNDED ACCRUED LIABILITIES

---

Previous Actions Taken To Reduce Unfunded Accrued Liabilities		
	Unfunded Accrued Liability Type	Previous Action Taken
1.	Retiree Healthcare	New hires as of 7/1/2013 will not receive retiree healthcare. New employees will receive a contribution into a City sponsored 457 Plan or Healthcare Savings Plan of 4% of base salary. The fund balance for retiree healthcare is being managed by a new firm with the anticipation of a better rate of return.
2.	General City Pension	Beginning 7/1/11 the FAC Calculation was changed to an average of the highest 3 of the past 5 years. COLA payments were changed to begin 3 yrs after retirement and continue for 20 yrs only. New hires after 7/1/11 will receive no COLA. Employee contribution was raised from 5% to 8% in incremental stages.
3.	Police & Firefighters Pension	Beginning 7/1/11 the FAC Calculation was changed to an average of the highest 3 of the past 5 years. COLA payments were changed to begin 3 yrs after retirement and continue for 20 yrs only. New hires after 7/1/11 will receive no COLA. Employee contribution was raised from 5% to 8% in incremental stages.
4.		

### How Will The Local Unit Continue To Implement And Maintain Previous Actions Taken

Policies are in place according to bargaining agreements for the three unions and cannot be changed until 7/1/2017.

### Additional Actions That Could Be Implemented

Note: Actuarial assumption changes and issuance of debt instruments do not qualify as a new action.

1.	Healthcare costs will continue to be monitored and evaluated over the next few years and changes will possibly be implemented which will affect future retirees to reduce unfunded accrued
----	--

# Economic Vitality Incentive Program/County Incentive Program FY 2014 Unfunded Accrued Liability Plan

	liabilities. Also, the investments will be watched to evaluate the performance and determine if changes need to be made with the investment managers.
2.	FAC Calculations will again be reviewed for both pensions when contracts are up for negotiations to see where changes can be made if necessary.
3.	