

**Retirement Reform Agreement  
re: Public Safety Employees  
(2013-366)**

**Council Finance Committee**

**June 27, 2013**

# **Section 1: Retirement Reform 2013-366**

## **6 Key Points**

# **\$1.2 Billion in Savings**

- **This public safety retirement reform agreement will save \$1.2 billion over 30 years**
- **2011-400 was \$700 million over 35 years**
- **That savings has been confirmed by two pension actuaries:**
  - **Robert Dezube of Milliman**
  - **Jarmon Welch of Pension Board Consultants**

# More Significant Reforms than Florida Retirement System

- 65 of 67 counties have their public safety employees in the Florida Retirement System
- If adopted by City Council, the Jacksonville public safety retirement plan will be as or more aggressive than FRS on the following benefits:

Retirement Benefit	Fla. Retirement System	City of Jacksonville
Vesting	8 years	10 years
Years to Retirement	30 years	30 years
Benefit Accrual Rate	3%	2.5%
Employee Contribution	3%	10%
DROP	Maintained	Abolished
Social Security	Provides	Does Not Provide

# Significant Reduction in Assumed Rate of Return

- The proposed agreement makes the assumed rate of return more realistic.

Year	Rate of Return
2011-2012 and before	8.5%
2012-2013	7.75%
2013-2014	7.75%
2014-2015	7.75%
2015-2016	7.5%
2016-2017 and beyond	7.25%

- Florida Retirement System is 7.75%
- Average of 491 Local Florida Plans: 7.69%

# **Is Next Year's Deficit \$64 Million or \$19 Million?**

- **Our police and fire pension contribution for the next fiscal year is approximately \$148 million.**
- **As a result of this agreement, our police and fire pension contribution for the next fiscal year would be approx. \$103 million.**
- **The difference? \$45 million**

# **What does \$45 million mean?**

- **\$45 million equals the jobs of 750 City of Jacksonville employees if you assume an average compensation amount of \$60K (salary + benefits).**
- **\$45 million is more than double the current budget for Parks & Recreation.**
- **\$45 million is roughly equal the combined current budgets for Public Libraries and Neighborhoods.**

# **Yes or No**

- Like every other proposed settlement, this agreement is subject to an up or down vote.
- The choice is either to approve or disapprove.
- Amending or “tweaking” the agreement on substantive grounds has the same effect as disapproval.



# **Risks of Disapproval**

- **\$45 million in cuts to services for 2013-2014**
- **\$27 million in cuts to services for 2014-2015**
- **Years of uncertain litigation costing taxpayers millions in legal expenses**
- **Lose a unique opportunity for major reform. Pension issue continues to linger unresolved**

# **Section 2: The Challenge**

# Costs Increasing

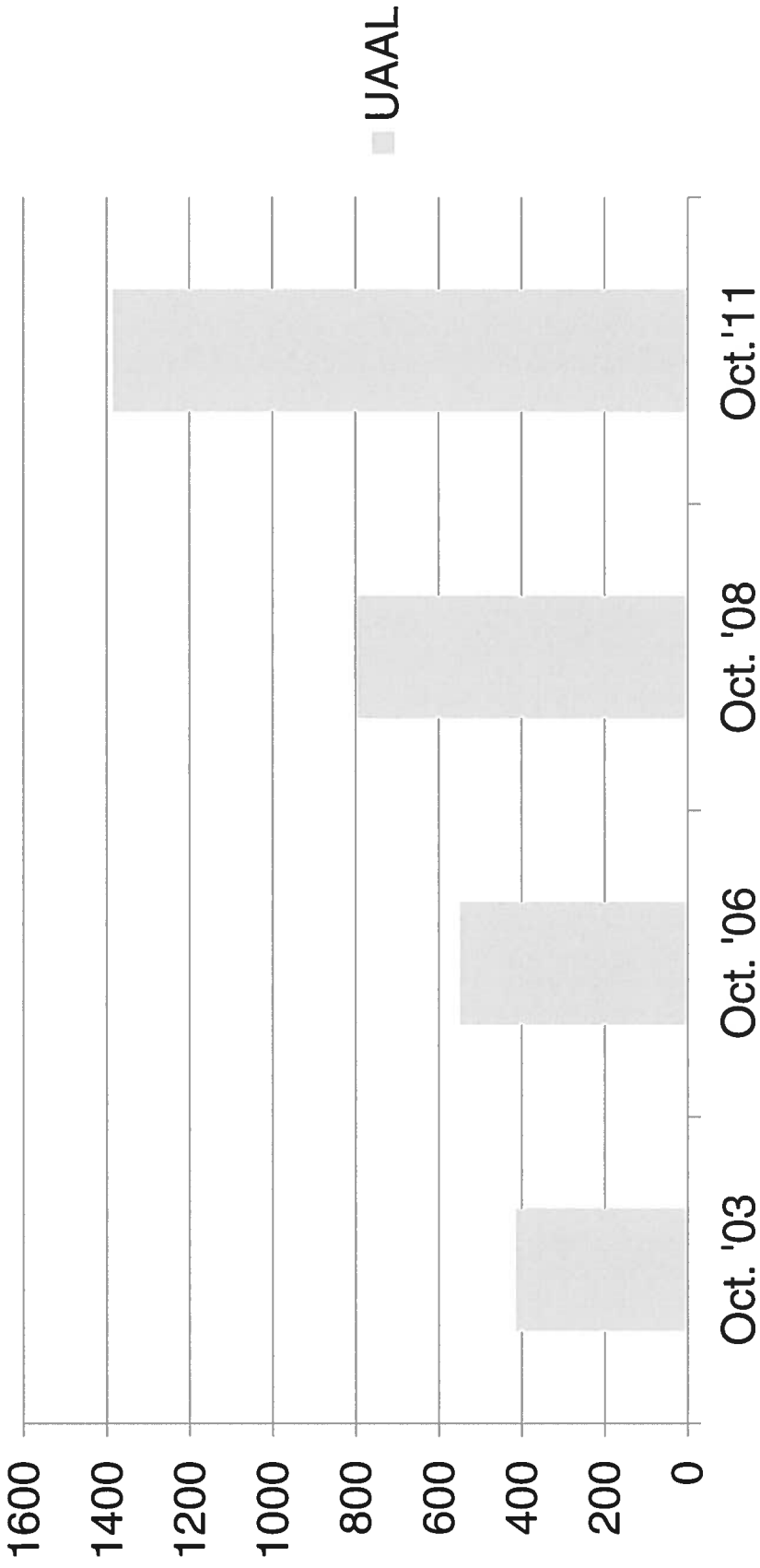
## City PFPF Contributions (General Fund) FY 2002-FY 2013

• FY 2001-02	\$ 9.9 million
• FY 2002-03	\$ 9.7 million
• FY 2003-04	\$ 22.1 million
• FY 2004-05	\$ 25.8 million
• FY 2005-06	\$ 34.7 million
• FY 2006-07	\$ 42.9 million
• FY 2007-08	\$ 47.1 million
• FY 2008-09	\$ 49.2 million
• FY 2009-10	\$ 81.1 million
• FY 2010-11	\$ 75.0 million
• FY 2011-12	\$ 77.2 million
• FY 2012-13	\$121.3 million

- Increase in Contributions: 1,125%

# PFPF Underfunded

UAAL



# **Recent PFPF Funding Data**

- **In December 2012, PFPF investment advisers' report concluded:**
  - **PFPF was only 38% funded as of 10/1/11**
  - **PFPF will not exceed 50% funding for another decade**
  - **Recommended remedies: modifying benefits, increasing contributions, increasing investment returns**

# **Section 2: Reform Process**

# **Retirement Reform Process**

- **Peyton Administration laid foundation with 2011-400**
- **For the Brown Administration, this process started back in June 2011 with the detailed work of then Mayor-elect Brown's Pension Transition Committee.**
- **Once Mayor Brown took office, we studied the challenges of the Police and Fire Pension Fund and best practices from around Florida and the nation to develop our retirement reform initiative.**

# **Retirement Reform Experts**

- We also turned to two experts:
  - **Attorney Jim Linn of Lewis, Longman, and Walker in Tallahassee**
  - **Actuary Robert Dezube of Milliman in Virginia to evaluate the PFPF and assist in making reform recommendations**  
(Milliman is the actuary for the FRS)



# **Section 3: Reform Timeline**

# Collective Bargaining (FOP)

- Oct. 29, 2012: MAB presents reform plan to Fraternal Order of Police
- October 31, 2012 FOP President Nelson Cuba refuses to negotiate, leaves bargaining table
- Nov. 19, 2012: City, FOP at impasse

# Collective Bargaining (JAFF)

- Dec. 27, 2012: MAB presents reform plan to Jacksonville Association of Fire Fighters  
JAFF declines to negotiate pension benefits
- Jan 7, 2013: City, JAFF at impasse

# Federal Court Litigation

- Feb. 2013: Several individual public safety officers sued the City of Jacksonville and joined the Police and Fire Pension Fund as a party
- March 2013: Federal Court refers the parties to mediation

# **MYTH #1: “Violated Sunshine”**

**MYTH:** The City and the public safety unions engaged in secret collective bargaining sessions in violation of the Sunshine Law.

**FACT:** The unions waived collective bargaining, both by actions and in writing. This proposed settlement agreement must go through open Council process to become law.

# **Section 4: The Agreement**

# **Agreement Highlights**

- **Major benefit changes for new public safety employees**
- **Current employees contribute more both short-term and long-term**
- **Significant governance reforms to Police and Fire Pension Fund**

# **SAVINGS**

- **Saves \$1.2 billion over 30 years**
- **The savings includes \$45 million for next budget year**
- **Drives per employee cost down from 34% to 10%**



## **MYTH #2: “Funny Money”**

**MYTH:** The savings are “smoke and mirrors” and an accounting trick

**FACT:** The actuarial analysis shows that 83% of the savings come from the very significant retirement benefit changes

# **FUNDED STATUS**

- **Funded status as to last valuation study: 38% (and not expected to rise above 50% for another decade).**
- **Funded status by the end of the next decade: more than 70%**

# **CHANGES FOR NEW EMPLOYEES**

# Current System vs. Retirement Reform Agreement

Benefit-by-Benefit Comparison for  
New Employees

# Vesting

<b>CURRENT JAX POLICE OFFICERS &amp; FIREFIGHTERS</b>	<b>2011-400</b>	<b><u>MAYOR</u> <u>BROWN</u> <u>REFORM</u></b>
<b>5 years</b>	<b>8 years</b>	<b>10 years</b>

# Benefit Cap

<b>CURRENT JAX POLICE OFFICERS &amp; FIREFIGHTERS</b>	<b>2011-400</b>	<b><u>MAYOR</u> <u>BROWN</u> <u>REFORM</u></b>
<b>None</b>	<b>None</b>	<b>Cap of \$99,999 indexed to inflation (Social Security COLA) with a cap of 1.5%</b>

# Normal Retirement

<b>CURRENT JAX POLICE OFFICERS &amp; FIREFIGHTERS</b>	<b>2011-400</b>	<b><u>MAYOR</u> <u>BROWN</u> <u>REFORM</u></b>
<b>20 years</b>	<b>25 years</b>	<b>30 years</b>

# Benefit Accrual Rate

CURRENT JAX POLICE OFFICERS & FIREFIGHTERS	2011-400	<u>MAYOR</u> <u>BROWN</u> <u>REFORM</u>
3% (for 20yrs); then 2% for cap at 80%	2.8% (for 25yrs); then 2% for cap at 80%	2.5% with a cap of 75%



# Average Final Compensation

<b>CURRENT JAX POLICE OFFICERS &amp; FIREFIGHTERS</b>	<b>2011-400</b>	<b><u>MAYOR</u> <u>BROWN</u> <u>REFORM</u></b>
<b>Avg. last 24 mos. (52 pay pds.)</b>	<b>Avg. of last 60 months</b>	<b>Avg. of last 60 months</b>

# Vest and Terminate

<p><b>CURRENT JAX POLICE OFFICERS &amp; FIREFIGHTERS</b></p>	<p><b>2011-400</b></p>	<p><b><u>MAYOR</u> <u>BROWN</u> <u>REFORM</u></b></p>
<p><b>Terminate at any time after vesting, collect at normal retirement age</b></p>	<p>Terminate after completing 10 years but before 25 years of service, accrual rate is 2.5% with no benefit paid until age 55. Terminate with less than 10 years of service, benefit accrual rate will be 2.5%, with no benefit paid until 65.</p>	<p>For any employee who vests but leaves before completing 25 years, the benefit accrual rate would be 2% with no benefit paid until age 62.</p>

# Employee Contribution

<b>CURRENT JAX POLICE OFFICERS &amp; FIREFIGHTERS</b>	<b>2011-400</b>	<b><u>MAYOR</u> <u>BROWN</u> <u>REFORM</u></b>
<b>7%</b>	<b>8%</b>	<b>10%</b>

# COLA

<b>CURRENT JAX POLICE OFFICERS &amp; FIREFIGHTERS</b>	<b>2011-400</b>	<b><u>MAYOR</u> <u>BROWN</u> <u>REFORM</u></b>
<b>3%, 3mos. after DROP</b>	<b>3%, 24 mos. after separation</b>	<b>Capped at 1.5%, starts third January after retirement</b>

# DROP

<b>CURRENT JAX POLICE OFFICERS &amp; FIREFIGHTERS</b>	<b>2011-400</b>	<b><u>MAYOR</u> <u>BROWN</u> <u>REFORM</u></b>
<b>DROP Eligibility at 20 yrs</b>	<b>Delay DROP Eligibility to 25 yrs</b>	<b>Elimination</b>

# **CURRENT EMPLOYEES**

- **\$21.3 million contribution this year**
- **Additional \$750K contribution next year**
- **Increase in employee contribution from 7% to 9% after previous salary reduction is restored**

## **MYTH #3: “No Shared Sacrifice”**

**MYTH:** This agreement would have saved much more had it made major changes for current employees

**FACT:** Of the PFPF’s \$2.4 billion in actuarial liability, 90% (\$2.2 billion) is tied up in benefit commitments to current retirees and current employees that cannot by law be changed.

## **MYTH #3: “No Shared Sacrifice”**

### **MORE FACT:**

**That leaves \$200 million in liability, which decreases even more if we exempt employees with less than 5 or 10 years to retirement.**

**The remaining liability could only be fully eliminated if we abolish the pension plan altogether (not possible legally or practically)**



# **MEDIUM TERM** **SAVINGS OPPORTUNITIES**

- **City Real Estate**
- **Disability Plan**
- **Purchase of Service**

# **PFPF GOVERNANCE CHANGES**

# **GOVERNANCE REFORMS**

- **Establishes Selection Criteria for Future PFPF Administrator**
- **Provides Selection Guidelines for Fifth Member of PFPF Board**
- **Mandates Open Government Consultations**

# WHY 17 YEARS?

- If nothing happens and we are unsuccessful in the underlying litigation, current agreement lasts another 17 years.
- Solidifies major benefit changes
- Provides certainty for finances/employees
- As with FRS, focuses future negotiations on wages and working conditions

# QUESTIONS?