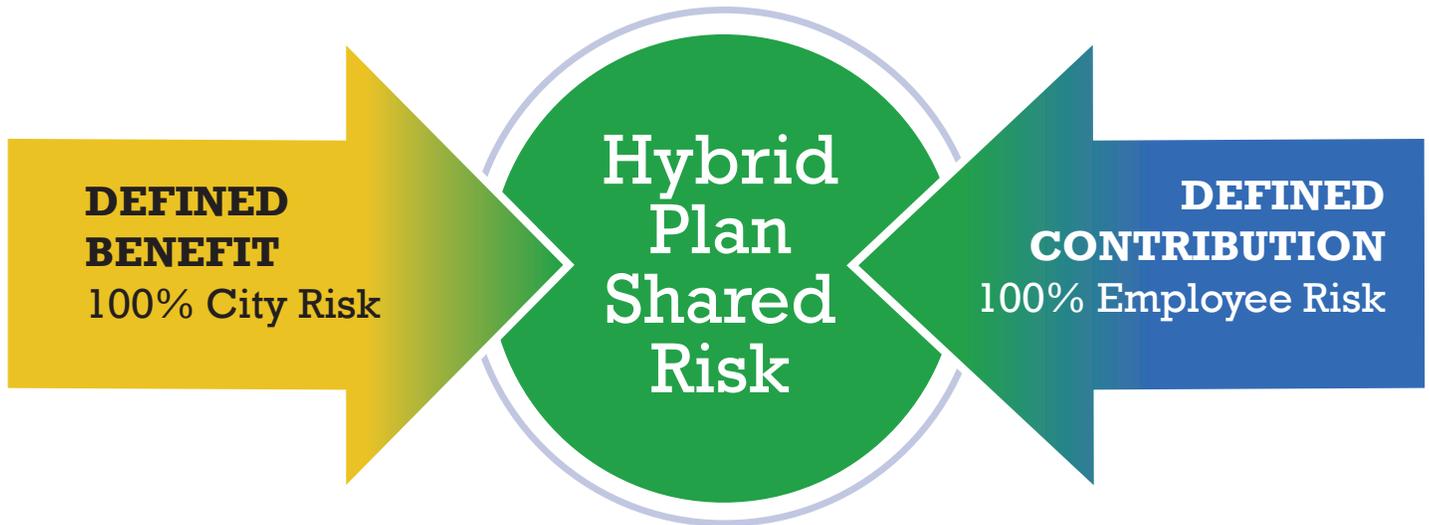




# Memphis City Pension Benefits Reform

- Less taxpayer risk
- More earning potential for new employees
- No pension changes for vested or retired city employees



## Hybrid Retirement Plan Proposal

Two retirement earning opportunities rolled into one: A Market Based Cash Balance Plan & 401(a) Plan.

Contributions	Current Plan	Hybrid Retirement Plan	
		Market Based Plan	401 (a) Plan
<b>Employee Contribution</b>	8% of salary	2% of salary	6% of salary
<b>City Contribution</b>	6% of salary	3-16% of salary (depends on years of service and position)	1.5% of salary
<b>Options</b>	(457) Cashed out at retirement		(457) May be rolled over into an annuity
<b>Management</b>	No employee involvement	Professionally Managed Fund	Employee Directed Investments

**NOTE:** The City of Memphis also encourages employees to further grow their retirement options by contributing an additional 4% or more of their salary to either the 457 plan or a personal savings.

**HYBRID PLAN**  
MARKET BASED CASH BALANCE PLAN +  
401(A) DEFINED CONTRIBUTION

BRIAN COLLINS