

**OFFICE OF THE CITY MANAGER  
LITTLE ROCK, ARKANSAS**

**BOARD OF DIRECTORS COMMUNICATION  
OCTOBER 2, 2017 AGENDA**

<b>Subject:</b>	<b>Action Required:</b>	<b>Approved By:</b>
<p>Approval of changes to the Defined Benefit Plans for City of Little Rock Non-Uniform Employees.</p> <p><b>Submitted By:</b></p> <p>Human Resources Department</p>	<p>√ <b>Ordinance</b> Resolution Approval Information Report</p>	<p>Bruce T. Moore City Manager</p>
<p style="text-align: right;"><b>SYNOPSIS</b></p> <p><b>FISCAL IMPACT</b></p> <p><b>RECOMMENDATION</b></p> <p><b>BACKGROUND</b></p>	<p>After working within the plan documents of the new Defined Benefit Plan, it was determined that the document needed modifications to help clarify the language to ensure proper administration. This led to the same review and outcome for the previous Defined Benefit Plan.</p> <p>There is no fiscal impact regarding these changes. Funding for the new Defined Benefit Pension Plan was included in the 2011 Sales Tax Package. Specific funding is included in the Departmental budget line items.</p> <p>Approval of the ordinance.</p> <p>In 2013, the Board adopted the new Defined Benefit Pension Plan in 2013. After the implementation of the plan, general language changes were noted to help clarify the language to ensure the plan is administered correctly and consistently. With this review recommendations to update the closed Defined Benefit Plan were generated.</p>	