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2 **Resolution Relating to**

RESOLUTION
Sponsor(s): Councilor Shannon

Introduced: _____
Referred to: _____

Action: _____
Date: _____
Signed by Mayor: _____

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6 ADDRESSING BURLINGTON'S
7 RETIREMENT SYSTEM CHALLENGES

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12 **CITY OF BURLINGTON**

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14 In the year Two Thousand Thirteen.....
15 Resolved by the City Council of the City of Burlington, as follows:

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17 That WHEREAS, on August 12, 2013, the City Council adopted a resolution to convene a summit to
18 discuss the underfunding of the City's pension plan; and

19 WHEREAS, pursuant to that resolution, a pension summit was held on November 5, 2013; and

20 WHEREAS, the August resolution asked the Administration, following the pension summit, to
21 submit a draft process for next steps to explore options to address that unfunded liability; and

22 WHEREAS, the Administration has submitted the attached draft plan, which reflects the
23 comments requested from the four bargaining units representing City employees, the Board of the
24 Burlington Employee Retirement System (BERS), two individuals owning commercial property in
25 Burlington, two non-union City employees, and the Board of Finance during its December 9, 2013
26 meeting; and

27 WHEREAS, the City wishes to involve employee and union representatives in the process with
28 the understanding that no such representative is engaging in collective bargaining or binding him or
29 herself or any group s/he may represent in any way by participating in the process;

30 NOW, THEREFORE, BE IT RESOLVED that the City Council adopts the Mayor's plan dated
31 December 11, 2013, and entitled "Addressing Burlington's Retirement System Challenges;"

32 AND BE IT FURTHER RESOLVED that the City Council approves the establishment of a
33 committee composed of 16 members (12 of whom would be voting members):

- 34 -a representative selected by each of the four bargaining units (4);
35 -one non-union, non-management employee selected by the City Council President (1);
36 -four City Council representatives selected by the City Council President with input from the
37 caucuses (4);
38 -two non-City-employee representatives of the BERS Board selected by the BERS Board (2);
39 -non-voting representatives from the Human Resources Department, City Attorney's Office,
40 Clerk/Treasurer's Office, and Mayor's Office selected by the Mayor (4); and
41 -Mayor Weinberger (1);
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Resolution Relating to

**ADDRESSING BURLINGTON'S
RETIREMENT SYSTEM CHALLENGES**

AND BE IT FURTHER RESOLVED that the purposes of the committee shall include to:

- Define the root cause challenge(s) facing our current pension system;
- Define specific, measurable goals that are consistent with the identified challenges and achievable within a defined time frame;
- Develop principles by which to guide the goals;
- Identify the value for all stakeholders impacted by the pension system of developing solution goals; and
- Develop proposals for meeting the specific, measurable goals with associated costs and implementation strategies;

AND BE IT FURTHER RESOLVED that the committee shall:

- Select a Committee facilitator or chairperson (a member of the Committee or a credible outsider);
- Select an outside consultant to evaluate the City's situation and potential options within a budget set by the Mayor;
- Create a meeting schedule that would aim to begin as soon as possible in January 2014 and complete its work by May 30, 2014;
- Hold public hearings to obtain input and inform stakeholders and the public about the issues being considered;
- Provide bi-monthly updates to the City Council on its discussions and progress;
- Seek consensus on decisions on Committee recommendations and identify majority / minority votes if consensus is not possible; and
- Submit proposals, recommendations, or a report by May 30, 2014, addressing the above purposes.