

**R2023-10-02**

**Resolution Establishing an Employee  
Retirement Plan Contribution Rate Policy**



# Actuarially Determined Contribution (ADC) Recommendations:

- Incorporate a four-year actuarial smoothing of investment returns rather than the fair market valuation of assets.
  - Smoothing of investment returns is used by most pension plans, as it systematically recognizes returns differing from assumption over several years.
- Amortize all unfunded actuarial liability over a closed 20-year period (rather than stating a target year of 2033).
  - Amortization over closed periods of 20 years or less is considered best practice.
- Continue the 16% of payroll contribution to the UTA Employee Retirement Plan.
  - Reviewed in September 2021 and recommended to continue.



# Recommended Action

(by roll call)

Motion to approve R2023-10-02 Resolution Establishing an Employee Retirement Plan Contribution Rate Policy, as presented

