

From the Executive Director



Dear TMRS Members,

I'm happy to report that the TMRS Bill, SB 1337, was signed into law by Governor Abbott and will go into effect on January 1, 2020.

We are grateful for the hard work by the bill's sponsors, the House and Senate committees, the Board, and the Advisory Committee. In a session where nearly 8,000 bills were filed, only approximately 20% made it through the session and became law. See the middle insert for details about SB 1337.

Also included in this issue is the TMRS 2018 Summary Annual Financial Report. This report gives you an overview of the System's finances and investments as of December 31, 2018. In 2018, the total net assets of our retirement system were \$28.6 billion at market value. The plan's funded ratio was 87.1% in 2018, a positive sign of System health.

Other stories in this issue cover Mid-Career Member Meetings, how to prevent "phishing" attacks, and important information for members who may be considering returning to work after retirement. You can also read about my own upcoming retirement from TMRS! I have enjoyed working as the System's chief executive officer for the past ten years. Like you, I am happy to have a secure retirement under the TMRS plan.

Enjoy the rest of 2019!

Sincerely,

David Gavia
Executive Director



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TMRS Bill (SB 1337) Signed into Law

The Texas Legislature passed Senate Bill 1337 and the bill was signed by the Governor. SB 1337 amends the TMRS Act, the law that governs TMRS, to include all of the provisions approved by the TMRS Board at its December 2018 meeting. SB 1337, effective January 1, 2020, will improve the administrative and operational efficiency of the System.

TMRS would like to thank Senator Joan Huffman and Representative Dan Flynn for sponsoring this legislation and for their support of TMRS.

A summary of SB 1337's amendments to the TMRS Act is included as an insert in this issue. ▼

Executive Director to Retire

On June 3, Board Chair Bill Philibert announced that David Gavia, TMRS Executive Director since 2010, will retire on May 31, 2020. Before he was selected as the System's Executive Director, Mr. Gavia, a native of San Antonio, served as TMRS' General Counsel, starting in 2001, and as Acting Executive Director in 2009.

"It has been an honor to serve as Executive Director," Mr. Gavia said, "and to have taken steps to ensure that TMRS continues to serve the cities and municipal employees of Texas as a sound provider of retirement security. I believe that actions by the Board and the staff have made TMRS one of the best-designed retirement systems in the U.S. We have provided exemplary customer service and lifetime benefits for thousands of Texans while controlling the costs to the public. It is my personal goal in the coming months to work with the Board and staff to ensure that our transition to new leadership will continue the tradition of excellence we have established."

Of Mr. Gavia's stewardship, Mr. Philibert said, "For nearly the past decade, David has been the dedicated caretaker of

continued on page 3

RETURNING TO WORK, POST-RETIREMENT

You're almost ready to retire. You've run estimates, evaluated retirement options, and possibly talked to a TMRS Regional Manager or your City Correspondent. But what happens if you want to return to the work force after you retire? The implications of returning to work may surprise you, particularly if you go back to work for the city from which you retired. Some important considerations are:

1. **Under federal regulations, any retirement must be based on a “bona fide” separation from service.** In other words, there must be no prearrangement for you to return to service at the city from which you retire.
2. If you have a bona fide retirement and then go back to work at the city you retired from, in a position that requires TMRS participation, **your monthly benefit payment will be suspended and forfeited** for as long as you remain reemployed with that city. After you retire again, the suspended monthly benefit payments, including any COLAs granted during the suspension, will resume. At “re-retirement,” you also choose how to receive the separate retirement benefit you earned during your return to employment.
3. After you start receiving TMRS retirement benefits, if you return to post-retirement work for anyone other than the city from which you retired, your retirement benefit will not be affected. You may go to work in the private sector or with another public employer and continue to receive your benefits. You also may work for a TMRS city other than the city from which you retired and continue to receive your benefit.
4. Some TMRS retirees have multiple accounts because they retired from several cities. **If you are receiving multiple monthly benefit payments from TMRS and return to work for one of those cities, contact TMRS to determine whether benefits will or will not be suspended.**
5. If you are retired for at least eight years and then return to work for the city from which you retired, your benefits will still be suspended, but the suspended payments will be paid to you as a lump sum when you re-retire.

TMRS offers a video on this topic at [tmrs.com](https://www.tmrsonline.com) | Members | Video Training Library. If you have any questions about returning to work after retirement, please contact TMRS at 800.924.8677 or use the Need Help? form on the TMRS website. ▼

Summary Annual Financial Report in this Issue

Digital Connections

MyTMRS® ...The place to get immediate access to your account documents and retirement estimates. You can update your contact information and beneficiary designation (if spousal consent isn't required), and view your annual statements. On MyTMRS you can also update your communication preferences. Sign up at [tmrs.com](https://www.tmrsonline.com) | MyTMRS | Create Your Account.

Social Media Follow TMRS on Facebook®, LinkedIn®, and Instagram®. Learn about benefits, retirement, and events on Facebook. Take part in our training journey across Texas on Instagram. And read executive-level news about plan design, investments, and Board activities on LinkedIn.

Website ...The best way to find information 24/7. Go to [tmrs.com](https://www.tmrsonline.com) | Members | How Do I? for answers to questions you may have. The Need Help? web form under Contact Us allows you to send a question directly to Member Services. Access tutorial videos under the Video Training Library (see box at right); our newest is Refunding Your Account, a must-see if you leave city employment and are thinking about refunding.

E-Newsletters The member e-newsletter is distributed twice a year to MyTMRS users (see [tmrs.com](https://www.tmrsonline.com) | Members | News from TMRS | TMRS Direct News for Members). If you want to receive other TMRS e-newsletters, click the E-Newsletter Sign Up button on that page and follow the prompts. ▼

Videos for Members

Members | Help for Members | Video Training Library

- Welcome to TMRS
- Designating Your Beneficiary
- Retirement Annuity Options
- Returning to Work after Retirement
- Funding the Benefit
- **NEW!** Refunding Your Account

TMRS 2018 Summary Annual Financial Report

For the Year Ended December 31, 2018



The Texas Municipal Retirement System (TMRS, or, the System) prepares this report annually to provide you with an overview of how the System has performed financially in the past year. This report also describes the accomplishments TMRS made in 2018 to serve members, cities, and retirees.

TMRS in 2018

- In accordance with the TMRS Act, member accounts were credited 5% as of December 31, 2018. At their March 2019 meeting, the Board of Trustees allocated approximately -3.08% to member municipalities based on January 1, 2018 Benefit Accumulation Fund balances.
- TMRS continued to promote TMRSDirect®, its straight-through processing program for members and cities, which includes increased use of MyTMRS® and the City Portal applications. As of December 31, 2018, approximately 112,000 TMRS members and retirees had registered for MyTMRS® accounts, and 776 cities were using the City Portal for plan administration.
- As of December 31, 2018, TMRS as a whole was 87.1% funded, which represents a slight decrease to the funded ratio from 87.4% at December 31, 2017.
- TMRS engaged CliftonLarsonAllen LLP (CLA) to perform TMRS’ annual SOC-1 Type 2 audit for the 12-month period ending April 30, 2019. The SOC audit supports city financial reporting under GASB Statement No. 68, *Accounting and Financial Reporting for Pensions – an amendment of GASB Statement No. 27*, the primary objective of which is to improve accounting and financial reporting for pensions by state and local governments.
- TMRS staff answered more than 93,000 member requests for assistance and processed 3,669 new retirements in 2018.
- Five new cities joined the System in 2018. At year-end 2018, TMRS administered plans for 887 member cities.

	2018	2017	2016
Active Members	111,851	110,208	108,891
Inactive Members	62,465	57,369	53,721
Retired Members	66,051	62,776	59,611

Contact Us: 800.924.8677
Need Help? www.tmr.com/contact.php
www.tmr.com

TMRS Board of Trustees (as of December 31, 2018)

The Governor appoints the six members of TMRS’ Board of Trustees with the advice and consent of the Senate. Board members serve six-year terms and have fiduciary oversight of the System. The Board adopts investment and other policies; appoints the Executive Director; and selects financial, medical, legal, and other experts to perform important services for TMRS.

Jim Parrish, 2018 Chair
Deputy City Manager – Administrative Services, Plano

Jim Jeffers
City Manager, Nacogdoches

Bill Philibert, 2018 Vice Chair
Director of Human Resources and Risk Management, Deer Park

David Landis
City Manager, Perryton

Jesús A. Garza
City Manager, Victoria

Julie Oakley, CPA
Assistant City Manager, Lakeway

Financial Information

The first summary statement (below) is a snapshot of what we hold (assets), what we owe (liabilities), and the resulting difference (net position) at years ended 2018, 2017, and 2016. Net position represents funds accumulated for the payment of future benefits.

Investments, stated at fair value, make up the largest portion of the net position restricted for pensions. The decrease in investments from 2017 to 2018 is due to the market downturn experienced at the end of 2018, resulting in a -2.11% gross return for the year (gross return in 2017 was 14.27%).

Summary Comparative Statements of Fiduciary Net Position As of December 31, 2018, 2017, and 2016

	2018	2017	2016
ASSETS			
Investments, at fair value	\$ 27,973,620,811	\$ 28,921,028,586	\$ 25,830,231,450
Cash, receivables, and other	778,641,233	1,054,363,313	1,330,966,531
Capital assets, net	<u>9,141,099</u>	<u>9,732,194</u>	<u>9,766,674</u>
TOTAL ASSETS	28,761,403,143	29,985,124,093	27,170,964,655
LIABILITIES			
Payables and accrued liabilities	1,061,134,027	1,317,499,340	1,917,805,578
Funds held for Supplemental Death Benefits Fund	<u>16,639,677</u>	<u>18,250,136</u>	<u>19,953,304</u>
TOTAL LIABILITIES	1,077,773,704	1,335,749,476	1,937,758,882
NET POSITION RESTRICTED FOR PENSIONS	\$ 27,683,629,439	\$ 28,649,374,617	\$ 25,233,205,773

Fiduciary Net Position in Billions



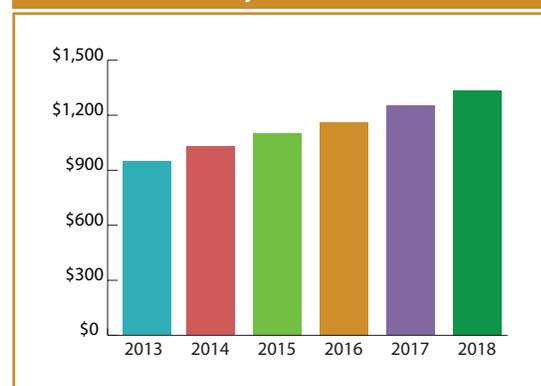
The second summary statement (below) reports activity for the year (changes in net position). Additions include member and employer contributions, and income earned from our investment portfolio. Member and employer contributions were impacted by the increase in active participants over the three-year period (108,891, 110,208, and 111,851 in 2016, 2017, and 2018, respectively). Investment income, which is presented net of investment expenses (i.e., after investment expenses have been deducted), is composed of interest, realized gains from the sale of securities, and net unrealized appreciation (depreciation) in the fair value of investment securities (or mark-to-market changes).

Net investment income over these three years was most significantly affected by the unrealized gains and losses recognized in the domestic and international equities asset classes. The total gross return on TMRS' investment portfolio was -2.11%, 14.27%, and 7.42% in 2018, 2017, and 2016, respectively. Because of the investment losses experienced in 2018, the Board allocated approximately -3.08% to municipality accounts while maintaining a reserve of \$290 million; member accounts received the statutory credit of 5%. Deductions include payments to retirees, refunds of contributions to withdrawing members, and administrative expenses. The increase in benefit payments reflects a steady rise in the number of retirement accounts (59,611, 62,776, and 66,051 in 2016, 2017 and 2018, respectively).

Summary Comparative Statements of Changes in Fiduciary Net Position For the Years Ended December 31, 2018, 2017, and 2016

	2018	2017	2016
ADDITIONS			
Contributions and other	\$ 1,309,358,274	\$ 1,248,937,991	\$ 1,158,197,685
Net investment income/(loss)	<u>(858,122,961)</u>	<u>3,497,133,077</u>	<u>1,602,187,418</u>
TOTAL ADDITIONS	451,235,313	4,746,071,068	2,760,385,103
DEDUCTIONS			
Benefit payments	1,335,253,721	1,251,406,534	1,162,064,108
Refunds of contributions	64,255,860	59,405,912	54,181,595
Allocation to Supplemental Death Benefits Fund	885,044	965,614	1,000,892
Administrative expenses	<u>16,585,866</u>	<u>18,124,164</u>	<u>18,095,315</u>
TOTAL DEDUCTIONS	1,416,980,491	1,329,902,224	1,235,341,910
CHANGE IN NET POSITION	(965,745,178)	3,416,168,844	1,525,043,193
NET POSITION			
BEGINNING OF YEAR	<u>28,649,374,617</u>	<u>25,233,205,773</u>	<u>23,708,162,580</u>
END OF YEAR	\$ 27,683,629,439	\$ 28,649,374,617	\$ 25,233,205,773

Benefit Payments in Millions



Summary of TMRS Bill (SB 1337)

Senate Bill 1337 (SB 1337), by Senator Huffman (House sponsor Representative Flynn) was passed by the Texas Legislature in 2019 and signed by the Governor. The bill's provisions are effective January 1, 2020.

As a public retirement system, applicable provisions of the Texas Government Code require TMRS to distribute to active members and retirees a summary of any significant changes made to the TMRS Act that affect contributions, benefits, or eligibility. The following information is being provided in accordance with that requirement, but includes a summary of all significant changes made by SB 1337, not just ones affecting contributions, benefits, or eligibility. SB 1337 significant provisions include:

Updated Service Credit (USC)

Beginning January 1, 2022, a member must be a contributing employee of a municipality on the Updated Service Credit (USC) "study date" to be eligible to receive a USC from that city. Under the TMRS Act, the "study date" is January 1 of the year immediately preceding the January 1 on which the USC will take effect. For example, January 1, 2018 was the "study date" for any January 1, 2019 USC credit.

Buy Backs

Under the TMRS Act, USC is typically calculated only once a year in January. SB 1337 clarifies administrative procedures providing that (i) if a member who has an option to buy back previously refunded service, exercises the buy back and retires within the same calendar year, and (ii) if a city from which the member is retiring as part of that retirement has a USC ordinance in effect for January 1 of that same calendar year, then TMRS may recalculate the member's USC prior to his/her retirement for purposes of determining the annuity. For example, assume Member A has a buy back option and is working at City 1; if (i) Member A exercises the buy back in May 2019 and retires from City 1 in June 2019, and (ii) City 1 has a USC ordinance with an effective date of January 1, 2019, then TMRS may recalculate Member A's USC prior to retirement.

TMRS notes that, while a buy back may be exercised at any time after a member becomes eligible for it, historically members with buy backs often wait until the time they retire to exercise the buyback. Members with buy back options should consider what effect, if any, the above change to USC eligibility might have on potential USC calculations related to their buy back and whether the member wants to exercise their buy back option before the change to USC eligibility becomes effective January 1, 2022.

Occupational Disability

Under the TMRS Act, occupational disability is a benefit that allows a member who is disabled, to the degree that he or she cannot perform the duties of his or her occupation, to retire if his/her application is approved by the TMRS Medical Board. The benefit is not subsidized and is based on the member's account, city match, and interest at the time of determining the disability retirement.

SB 1337 removes an administrative provision that allowed TMRS to apply an income test to occupational disability retirees, which could result in a reduction of the annuity. The income test will no longer be applicable after January 1, 2020.

SB 1337 adds a provision that allows TMRS to require (by written request from TMRS) a disability retiree who is younger than age 60 to submit to a medical examination or otherwise provide evidence of continued disability. If a retiree does not comply with the request, TMRS may suspend their disability benefit. If a benefit is suspended and the retiree subsequently complies within four years of the request, the suspended payments may be paid and the benefit resumed. If, as result of a medical examination, the retiree is found to no longer meet the requirements for occupational disability, the benefit can be suspended until the retiree turns age 60.

Excluded Prior Service Credit (EPSC)

When a city joins TMRS, Prior Service Credit (PSC) is granted for all months of employee service to the city before the city joins TMRS at a percentage (from 10% to 100% of calculated value) determined by the city. Because the Texas Constitution forbids a person from receiving benefits from more than one public retirement system for the same service, in some circumstances the PSC provision could present an obstacle for a city that wants to join TMRS but already provides retirement benefits to their employees. Examples include cities that wish to join TMRS that have had an existing retirement plan in effect; cities that have one or more departments covered by other retirement systems and that now wish to enroll employees of those departments in TMRS; and cities that joined TMRS but then suspended their TMRS membership for employees hired after a certain date, adopted another retirement arrangement for such employees, and now wish to rejoin TMRS for those employees.

Over →

SB 1337 requires a city that meets specific criteria to grant PSC at 0% of calculated value (Excluded Prior Service Credit). Any city that joins TMRS that does not meet the criteria must still grant PSC at a percentage from 10% to 100%. EPSC may only be used to satisfy length of service requirements for vesting and retirement eligibility and cannot be used to determine eligibility for or the computation of a USC calculation.

Amortization Periods

SB 1337 makes TMRS statutes consistent with Pension Review Board amortization guidelines on maximum amortization periods while clarifying the TMRS Board's authority to establish separate amortization periods for each participating city. The changes:

- Remove a city's unilateral right to request a new amortization period of up to 40 years, but provide the TMRS Board authority to allow cities to request a new amortization period, not to exceed 30 years, in certain circumstances and subject to certain limits.
- Clarify that the maximum amortization period for all participating cities is 30 years.
- Clarify the TMRS Board's ability, by rule or by funding policy, to:
 - Establish open or closed amortization periods;
 - Decrease or increase amortization periods, not to exceed 30 years; and
 - Set different amortization periods for unfunded actuarial accrued liabilities arising from different types of events that generate liabilities, and to ladder the amortization of the liabilities.
- Clarify the TMRS Board's ability to phase in contribution rate increases or increase cities' amortization periods, not to exceed 30 years, in certain circumstances resulting from actuarial changes.
- Clarify that a city may decline a TMRS Board initiated phase-in of a rate increase or increase of its amortization period.

TMRS Board Meetings

SB 1337 modifies current Board meeting requirements by: 1) removing month-specific meeting requirements and allowing the Board to determine when to hold those meetings, 2) allowing Board members to participate via video or telephone conference call, and 3) permitting Board members to discuss specific matters (e.g., certain private investment matters, audit matters, evaluations of Board trustees or consultants, and Board self-evaluations) in executive session. The Board is still required to meet at least four times annually.

Immunity and Liability Protection

SB 1337 codifies existing common law liability protections for the Board, staff, members of Board-appointed committees, and the TMRS Medical Board. This change brings the TMRS statute in line with the other Texas statewide retirement systems' statutes by expressly providing protection for acts or omissions made in good faith in the performance of duties for the retirement system.

Legal Advisor

SB 1337 removes the requirement that the Board-appointed General Counsel represent the System in all litigation. It also clarifies that the System may hire additional legal counsel to represent the System in litigation and provide advice on fiduciary and legal matters.

Confidential Information/Audit Working Papers

SB 1337 adds confidentiality provisions for member and retiree personal information currently found in the Public Information Act to those that were already in the TMRS Act. SB 1337 also adds protection for audit working papers. Final audit reports received by the Board, unless made confidential under other law, continue to be open records.

Investment of Assets/Definition of Security

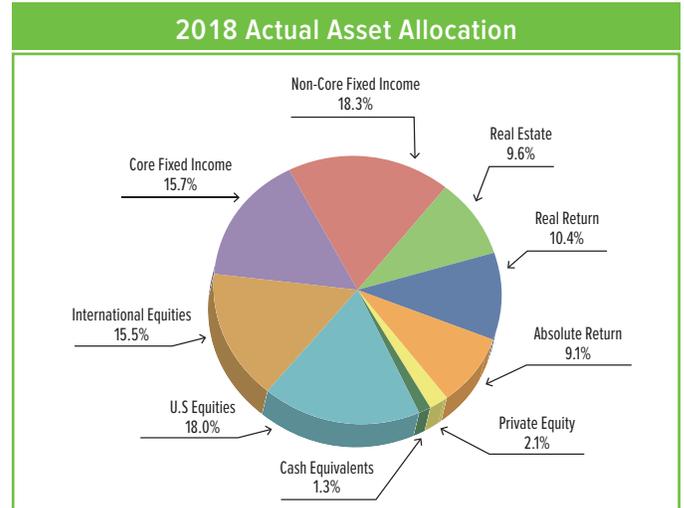
SB 1337 updates the TMRS Act's definition of "security" to better reflect the diversification of TMRS' investment portfolio. For information regarding TMRS' current investment portfolio, please see the website: <https://www.tmr.com/investments.php>.

Providing Electronic Information to Members and Retirees

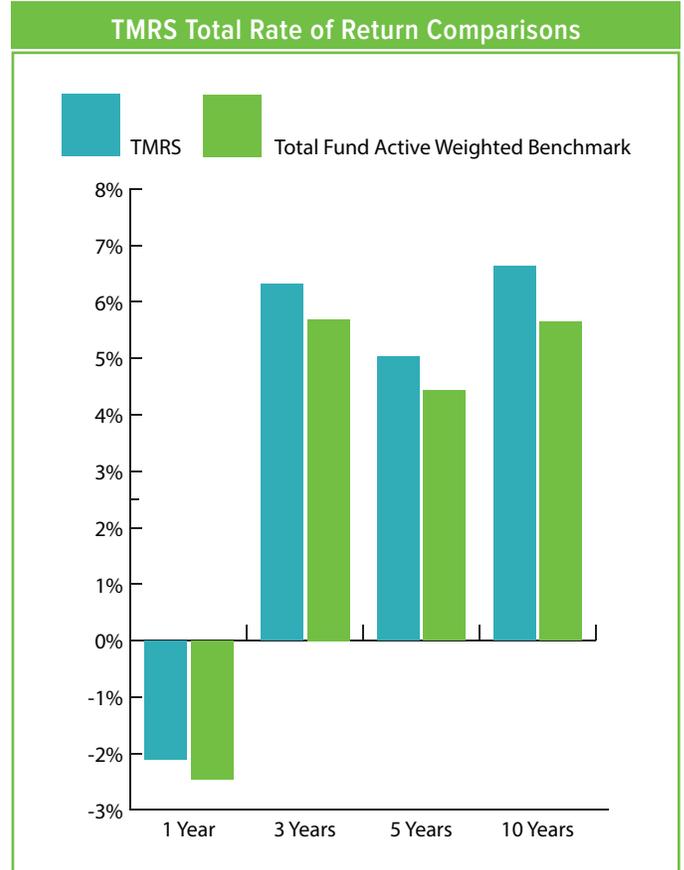
SB 1337 provides TMRS with explicit authority to distribute member and retiree annual statements and other information electronically to members and retirees in addition to the current paper and mail formats, similar to other Texas statewide retirement systems. TMRS intends to offer members and retirees the option of receiving statements electronically in the very near future. ♦

Investments

The Board of Trustees establishes investment policies and provides oversight to ensure that those policies are implemented. Twenty-two professionals on TMRS' staff oversee the System's investment portfolio and its management. The Board approves the Investment Policy Statement (IPS), which governs the investment and management of assets for TMRS and, as presented below, establishes target asset allocations with implementation over a multi-year period. At the end of 2018, all asset classes were within their target ranges (i.e., within the minimum and maximum target percentages).



The total gross return on TMRS' investment portfolio was -2.11% in 2018. The table below compares TMRS' actual returns to the Total Fund Active Weighted Benchmark, which comprises all policy benchmarks associated with each asset class.

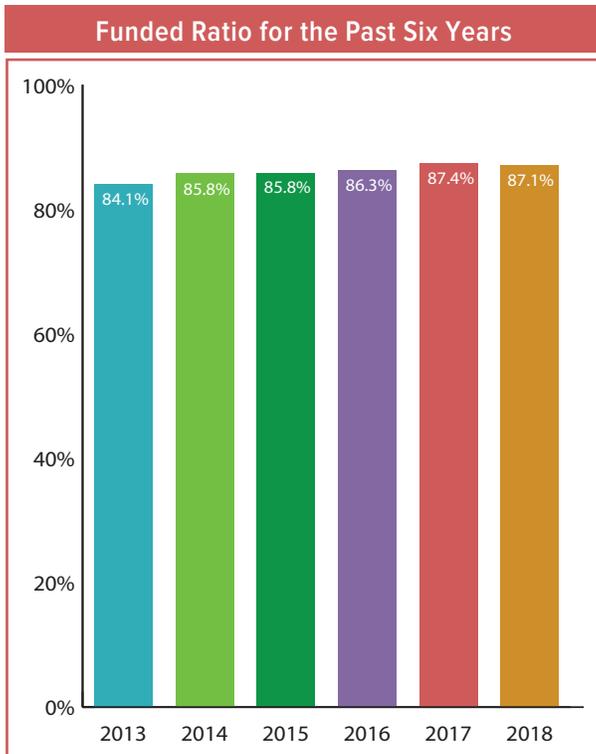


Reporting Standards

This Summary Annual Financial Report is derived from the *TMRS 2018 Comprehensive Annual Financial Report for the Year Ended December 31, 2018* (CAFR) but does not include all information necessary to be presented in conformity with generally accepted accounting principles (GAAP). The CAFR is prepared in accordance with GAAP and is subject to external audit. In contrast, this summary report provides information only for the TMRS Pension Trust Fund and is presented at a more condensed level. If you would like to download a PDF file of the CAFR, go to [www.tmr.com / City Publications / Financial Publications](http://www.tmr.com/CityPublications/FinancialPublications).

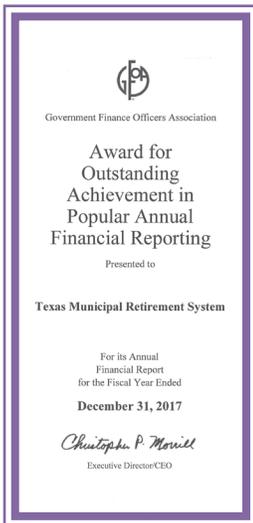
The Total Fund Active Weighted Benchmark is weighted by the average balance of all funds and comprises asset class composite benchmarks associated with each fund.

TMRS' Funded Status



- The most important factor that affects the soundness of a retirement program is the employer funding policy. In accordance with the TMRS Act, all cities pay the actuarially determined employer contribution needed to fully fund benefits. The complete TMRS funding policy can be found on the TMRS website.
- One common measure of the soundness of a retirement plan is the plan's funded ratio, which is the ratio of actuarial assets to liabilities. Ratios above 80% are generally considered to be positive. As certified by the System's actuary, GRS Retirement Consulting, as of December 31, 2018, TMRS as a whole was 87.1% funded, a slight decrease from 87.4% as of December 31, 2017.
- A key assumption that affects the long-term stability of a retirement plan is the future long-term annual rate of investment earnings. TMRS uses a 6.75% assumption. To reduce volatility that might arise from investment returns in any single year, actuaries use "smoothing techniques." A complete description of the asset smoothing method can be found in the TMRS funding policy. The System's asset smoothing policy and partial recognition of investment losses resulted in an actuarial return of 6.06% for the year ended December 31, 2018.

Awards



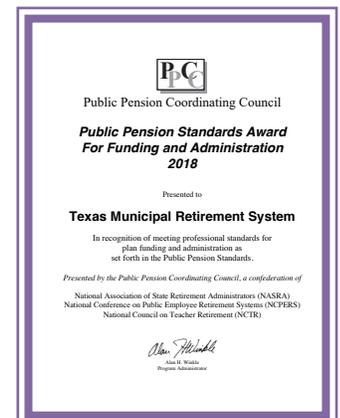
The Government Finance Officers Association of the United States and Canada (GFOA) has given an Award for Outstanding Achievement in Popular Annual Financial Reporting to TMRS for its Summary Annual Financial Report for the fiscal year ended December 31, 2017.

The Award for Outstanding Achievement in Popular Annual Financial Reporting is a prestigious national award, recognizing conformance with the highest standards for preparation of state and local government popular reports.

In order to receive an Award for Outstanding Achievement in Popular Annual Financial Reporting, a government unit must publish a Popular Annual Financial Report whose contents conform to program standards of creativity, presentation, understandability, and reader appeal.

An Award for Outstanding Achievement in Popular Annual Financial Reporting is valid for a period of one year only. We believe our current report continues to conform to the Popular Annual Financial Reporting requirements, and we are submitting it to GFOA.

TMRS also received the 2018 Public Pension Standards Award for Funding and Administration from the Public Pension Coordinating Council (PPCC) in recognition of meeting professional standards for plan design and administration as set forth in the Public Pension Standards.



Mission Statement • Providing secure, reliable retirement benefits
Vision Statement • To be the model for empowering retirement
Core Values • Accountability, Excellence, Integrity, Respect, Teamwork

TMRS Executive Director to Retire, cont.

TMRS' mission to provide secure, reliable retirement benefits to our members, retirees, and cities. His communication and outreach with policy makers and stakeholders, along with his unwavering ethics and integrity, have built TMRS into a highly regarded, respected system, both within the State and nationally. Because of David, TMRS is well-positioned to achieve its vision of being the model for empowering retirement. On behalf of the Board, I thank David for his steadfast commitment and loyalty to TMRS, its members, and beneficiaries."

The TMRS staff is also grateful for Mr. Gavia's leadership. We wish him a happy, well-deserved retirement in 2020! ▼

MID-CAREER MEMBER MEETINGS

Get Informed about How the TMRS Plan Works!

You may be years away from retirement and not sure what TMRS is or how it affects you. You may not be ready to attend a Pre-Retirement Regional Conference yet (see box, below), but learning about the value of your benefit early can help you make decisions and plan for your future retirement.

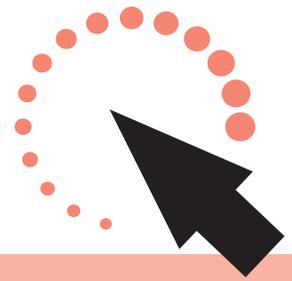
Mid-career Member Meetings, brought to your city by the TMRS Travel Team, go a long way toward explaining how your TMRS account benefits you and your family *now*, not just later in your career. Topics covered include why vesting matters, how to earn service credit, options if you leave employment, and how life changes may affect your benefit.

These meetings are presented at individual cities on request. They are free and usually last about two hours. If you are interested in attending a Mid-Career Member Meeting, contact your City Correspondent or benefits administrator. If you want to view the meeting presentation, go to: www.tmr.com/download/presentations/MidCareerMeeting.pdf. ▼

Close to Retirement?

Attend a free TMRS Regional Pre-Retirement Conference! These morning conferences (including breakfast) help you plan your "Journey to Retirement." See the Calendar on the back page for the remaining conferences for 2019. To sign up online, go to tmr.com | Members | Retirement | Regional Pre-Retirement Conferences. Remaining 2019 Regionals have a link for self-registration. You can also view the presentation at: www.tmr.com/download/Presentation.pdf ▼

THINK Before YOU CLICK!



Beware of Phishing Attacks

At home and at work, we depend on email as an essential way to communicate. Unfortunately, email is also one of the primary attack methods used by cybercriminals. If you use email at all, you need to know how to spot — and report — phishing attacks.

What Is Phishing?

Phishing is a type of cyberattack that tries to manipulate people to release sensitive information, spread a virus, or take an action. Cyber criminals use phishing to obtain information from human beings because we can be easily fooled. Modern phishing methods are difficult to detect and continuously evolve to increase their effectiveness.

How Do I Identify Phishing?

Several red flags may help you identify phishing attacks that may have slipped through your email filtering system:

- Urgent requests to take immediate action (e.g., "Your account has been suspended"; "You have emails that could not be delivered")
- Piquing your curiosity or appealing to your emotions (e.g., "Donate for hurricane relief"; "Fill out this survey for a \$25 gift card")
- Generic greetings (e.g., "Hi There"; "Greetings")
- Poor grammar and spelling errors
- Requests to confirm or provide personal, sensitive, or confidential information
- Attempts to get you to ignore your policies or procedures at work

If an email seems too good to be true, appears unusual, or does not seem authentic, immediately report it to your internal IT security team for additional review.

If you receive an email from a TMRS contact that does not seem to be legitimate or makes an unusual request, contact TMRS to validate its authenticity.

How Do I Protect My City?

One of the best security measures you can take is to be aware that YOU are a key factor in keeping your city secure from cyber criminals. Follow your city's procedures for handling suspicious emails. ▼

Source: TMRS Information Resources Department



Texas Municipal Retirement System
 PO Box 149153 • Austin, Texas 78714-9153

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TMRS 2018 Summary Annual Financial Report Inside!

Calendar

Thinking about retirement? **Attend a Regional Conference** in your area! Sign up online at tmrs.com | **Members** | **Retirement** | **Regional Pre-Retirement Conferences**.

2019

September 26-27	Board of Trustees Meeting – Austin
October 31 - November 1	Board of Trustees Meeting – Austin
November 11	Holiday – Veterans Day, observed (TMRS office closed)
November 19	Regional Pre-Retirement Conference – Nacogdoches
November 28-29	Holidays – Thanksgiving (TMRS office closed)
December 5-6	Board of Trustees Meeting – Austin
December 11	Regional Pre-Retirement Conference – Grapevine
December 24-25	Holidays – Christmas (TMRS office closed)

2020

January 1	Holiday – New Year’s Day (TMRS office closed)
January 20	Holiday – Martin Luther King, Jr. Day (TMRS office closed)

How to Contact TMRS

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- Fax**
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- Need Help?**
www.tmrs.com/contact.php

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