TEXAS MUNICIPAL RETIREMENT SYSTEM

Information for Cities

(more at www.tmrs.com)

Key Facts About TMRS

- TMRS is a statewide retirement system that cities may elect to join (883 cities as of 12/31/17).
- TMRS has approximately 110,200 contributing members and over 62,700 annuitants.
- TMRS is a “hybrid” **cash-balance** defined benefit retirement plan rather than a traditional, formula-based defined benefit plan.
- Each city stands on its own by having its own actuarial assets, liabilities, and funded ratio.

Benefits

- Benefits are based on a **member’s account balance** at retirement. The retirement benefit is funded through employee deposits, city matching contributions, and investment income.
- Each city chooses from a menu of benefit options to design a retirement program that suits its needs (see pages 2 and 3).

Economic Impact

- TMRS paid a total of $1.25 billion in benefits in 2017, up from $1.16 billion in 2016, and $1.1 billion in 2015.
- Most TMRS annuities are spent by retirees in the community where they worked, benefiting the local and state economy.

Sound Funding

- TMRS’ **Investment Return Assumption is 6.75%,** one of the lowest among large public plans.
- Each city’s unfunded liability is amortized over a closed period of no more than 30 years.
- Each member’s benefits are advance funded over the member’s working career.
- TMRS’ funded ratio was 87.4% as of 12/31/2017.

Source: 2017 TMRS Comprehensive Annual Financial Report (CAFR)

City Plan Changes Table

By law, each city that decides to join TMRS must adopt the basic plan features designed for all cities (see box at right). The options that individual cities may choose to add, modify, or discontinue are shown in this table. Changes may be made by ordinance at any time, but are effective on the dates shown.

Basic Plan Options for New Cities

- Employee contribution rate (5%, 6%, or 7%)
- City matching ratio (1 to 1, 1½ to 1, 2 to 1)
- 5-year vesting
- Retirement Eligibility (5 years of service and age 60, or 20 years of service at any age)

Action / Plan Option	How are plan options added or changed?	When do changes take effect?**	Outcome of changes
Join TMRS	City Council, by ordinance	First day of month selected	Installs quality, competitive retirement plan for members.
Increase employee contribution rate (up to 7%)	City Council, by ordinance; no employee consent required	First day of month selected	The higher the contribution rate, the larger the benefit earned by the member. Increasing the employee deposit percentage increases the employer contribution rate.
Reduce employee contribution rate	To reduce rate takes a 2/3 vote of employees, then Council must adopt by ordinance	First day of month after the 90th day after ordinance adopted	Reduces benefit for employees.
Change city matching ratio (either Increase or Reduce)	City Council, by ordinance; no employee consent required	January 1 of the calendar year after adoption	By law, cities must match at least 1 to 1.
Reduce vesting requirement (from 10 years to 5) Note: Vesting may not be increased.	City Council, by ordinance; no employee consent required	First day of month after adoption	Reducing vesting to 5 years allows members to be entitled to a retirement benefit sooner, assuming a refund is not taken.
Reduce retirement age/service requirement to 20-year, any age	City Council, by ordinance (after public hearing); no employee consent required	First day of month after adoption	Allows for earlier retirement; city can't go back to 25-year retirement once change is made.
Adopt USC (50%, 75%, or 100% of USC calculation)	City Council, by ordinance; USC can be adopted on its own or with COLAs; USC can be adopted ad hoc or annually repeating	January 1 of the year after adoption	Recalculation based on employee's most recent average compensation can mean a better benefit for retirees and increases costs for employer city.
Reduce USC percentage (reduction options are 50% or 75% of USC calculation)	City Council, by ordinance	January 1 of the year after adoption	If employee is eligible for USC, new amounts will be smaller; previously granted USC remains and continues to earn 5% interest.
Rescind repeating USC	City Council, by ordinance	January 1 of the year after adoption	Benefits no longer recalculated for compensation or plan changes.
Adopt or rescind transfer USC	City Council, by ordinance	January 1 of the year after adoption	Adoption potentially increases costs for employer city because it allows USC calculating factors to be transferred from another city. Conversely, rescinding potentially reduces costs and benefits.
Adopt COLAs (Annuity Increases) (30%, 50%, or 70% of CPI)	City Council, by ordinance. If this option is chosen, it must be adopted in tandem with USC or repeating USC. COLAs can be adopted ad hoc or annually repeating	January 1 of the year after adoption	Helps protect retiree benefits from inflation, but increases costs for employer city.
Reduce COLA percentage (reduction options are 30% or 50% of CPI)	City Council, by ordinance	January 1 of the year after adoption	Retirees previously receiving larger COLA (Annuity Increase) percentage may not see a COLA for one or more years.
Rescind annually repeating COLAs (Annuity Increases)	City Council, by ordinance. Must be dropped if annually repeating USC is dropped	January 1 of the year after adoption	Future increases will only occur when city readopts the COLA. Retiree benefits are not adjusted annually.
Adopt or rescind Supplemental Death Benefit (for active members or for active and retired members)	City Council, by ordinance	First day of the month after adoption. Benefit can only be discontinued effective January 1, if ordinance adopted before preceding November 1	Rescinding it reduces cost to city and eliminates a benefit. Adding it will increase costs.
Military Service Credit	City Council, by ordinance	First day of the month after adoption	Applying this credit does not increase the benefit, but may add service credit toward retirement eligibility for some members.
Restricted Prior Service Credit (also Probationary Prior Service)	City Council, by ordinance	First day of month after adoption	Allows eligible employees who have previous public service, including active military, to receive time credit. Applying this credit to members' accounts does not increase the amount of their benefit but can add actuarial cost.
Buyback of refunded TMRS service	City Council, by ordinance. Employee must have previously refunded TMRS service, be on the payroll at time of adoption, and have 24 consecutive months of deposits with the adopting city	Date of adoption	No up-front cost for adoption of buyback. TMRS will estimate costs that accrue if some or all employees purchase their refunded service. Employee repays refunded amount plus reinstatement fees.
Stop enrolling new employees*	City Council, by ordinance	First day of month after adoption. This change only applies to employees starting after that date	City still must fund retirements of employees enrolled prior to adoption.

* Once a city has joined TMRS, it must continue to provide TMRS benefits for all eligible employees. By law, if a city stops active participation in TMRS, it must maintain the retirement accounts of the employees who have already joined the System. It must continue to fund existing pension benefits, and it must match at its established rate when its current employees retire.

** The effective dates shown in this column apply **after** the city has adopted the respective ordinance and the ordinance has been given to TMRS.

Investments & Fees

- TMRS administers $28.7 billion in assets as of 12/31/2017.
- Annual investment returns, as of 12/31 of each year:

2009	2010	2011	2012	2013	2014	2015	2016	2017
10.2%	9.0%	2.4%	10.1%	9.86%	5.99%	0.34%	7.04%	13.78%

- Investment management fees were .30% of net position in 2017. Total administrative costs, including investment management fees, were .37% in 2017.

Quarterly asset and performance information and the Investment Policy Statement are posted on the Investment page of the TMRS website.

How to Contact TMRS

Toll-free • 800.924.8677
Local (in Austin) • 512.476.7577
Website • *www.tmrs.com*
Need Help? • *www.tmrs.com/contact.php*
Fax • 512.476.5576

Travel Team

Colin Davidson • *cdavidson@tmrs.com*
Shannon Lucero • *slucero@tmrs.com*
Anthony Mills • *amills@tmrs.com*
Lorraine Moreno • *lmoreno@tmrs.com*
David Rodriguez • *drodriguez@tmrs.com*
Sean Thompson • *sthompson@tmrs.com*

Staff Contacts

Executive Director
David Gavia • *dgavia@tmrs.com*

City Plans/City Contribution Rates
Eric Davis • *edavis@tmrs.com*

Press/Public Relations
Bill Wallace • *bwallace@tmrs.com*

TMRS Legislation
Dan Wattles • *dwattles@tmrs.com*

Actuarial Information
Leslee Hardy • *lhardy@tmrs.com*

TMRSDirect®

***TMRSDirect* is TMRS' initiative for online self-service, or "straight through processing," for cities and members. Cities should sign up for the TMRS City Portal, and TMRS members and retirees should sign up for MyTMRS®. See a Travel Team member or the TMRS website for details.**

GASB 68 and 75

Information is available on the TMRS website under Eye on GASB.
Specific questions may be emailed to *pensionaccounting@tmrs.com*.