



GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

87th Legislature
March 2021



TEXAS PENSION
REVIEW BOARD

Texas Pension Review Board



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Executive Director

March 4, 2021

Honorable Members of the 87th Texas Legislature

Ladies and Gentlemen:

The Texas Pension Review Board (PRB) is pleased to present its *Guide to Public Retirement Systems in Texas, February 2021 (Guide)*. The PRB publishes the *Guide* before each legislative session to give lawmakers, the public, retirement systems, and other stakeholders a quick reference guide for understanding and finding information on the state's public retirement systems, including current actuarial, financial, benefits and governance data.

This Session's *Guide* is designed to give readers an overview of the status of public retirement systems in Texas, as well as a brief explanation of the most important concepts associated with pre-funded defined benefit plans. The PRB's [Public Pension Data Center](#) contains the most recently available plan specific and comparative data. Therefore, since most of the data is available online, we have streamlined the content and removed the voluminous data tables containing individual plan data from this *Guide*.

The 2021 *Guide* is divided into the following sections:

- Overview of Texas Public Pensions - Key indicators of actuarial and financial health for the 100 actuarially funded defined benefit pension plans registered with the PRB, in the aggregate.
- Funding Texas Public Pensions - An explanation of key concepts for funding these plans, including statistics summarizing some of the approaches taken by Texas plans.
- Texas Statutory Reporting Requirements – Explanations of the major reporting initiatives for Texas public pensions.
- Texas Pension Benefit Design – An overview of the various benefit design options found in Texas plans.
- Texas Plan Governance – An overview of the numerous statutes and laws governing state and local retirement systems in Texas.
- Summary of Public Retirement Systems in Texas - Summaries of current plan data, including boards of trustees for statewide and municipal retirement systems, as well as aggregate data for local firefighter and special district/supplemental plans.
- About the Texas PRB
- Appendices - Current outstanding pension obligation bonds, data on deferred retirement option plan (DROP) balances as a percentage of plan assets, a summary of pension-related legislation adopted by the 86th Legislature, and a directory of the 100 defined benefit retirement systems registered with the PRB.

The PRB would like to thank the retirement systems for their assistance in preparing this report. We look forward to working with interested parties during the 87th Legislative Session and hope that this report will serve as a reference point for any possible pension bills considered during this session.

Sincerely,

Anumeha Kumar

Executive Director

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OVERVIEW OF TEXAS PUBLIC PENSION PLANS

There are 100 actuarially funded defined benefit public pension plans registered with the PRB. The total membership of these public retirement systems is more than 2.95 million active and retired members, and the total net assets of the plans are approximately \$301 billion. The 100 plans include:

- 7 **statewide** plans including 2 voluntary “umbrella” cash balance plans for municipalities, counties and special purpose districts;
- 17 major **municipal** plans including 14 in state law and 3 in local ordinance;
- 42 **local firefighter** plans organized under the Texas Local Firefighters Retirement Act; and
- 34 local plans administered by special purpose **districts** or as **supplemental** plans.

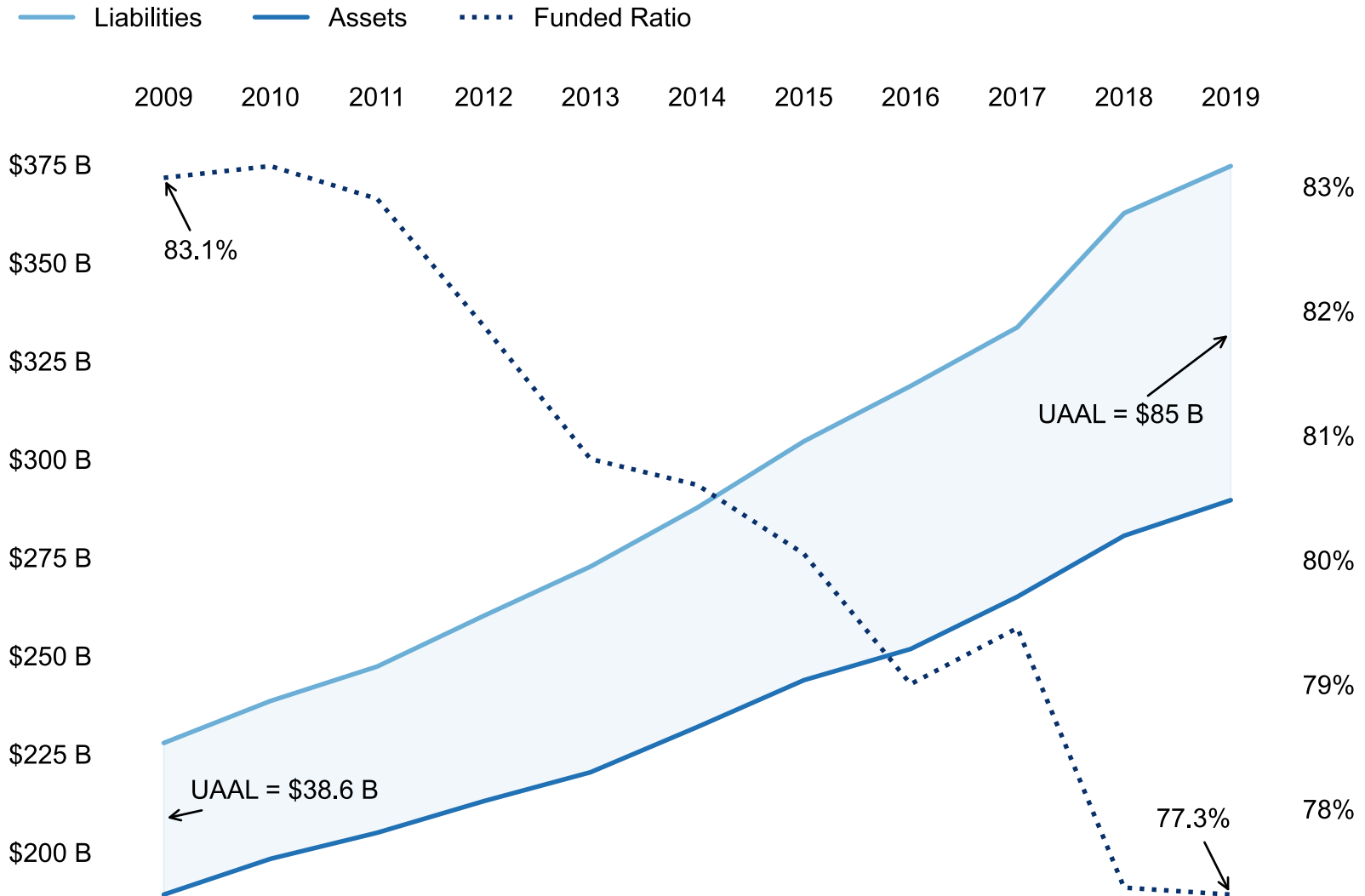
The retirement plans report data to the PRB in annual financial reports, actuarial valuations and other studies, and investment and membership reports. The following graphs summarize some of the key indicators of financial health for Texas public pensions in the aggregate. The information displayed below, unless otherwise noted, is from the most recent reports reviewed as of December 2020.

Actuarial

Since 2009, the overall unfunded actuarial accrued liability (UAAL), which is the difference between the actuarial value of assets (AVA) and accrued actuarial liability (AAL), has steadily increased from \$38.6 billion in 2009 to \$84.9 billion in 2019. The aggregate funded ratio, in turn, has decreased over time from 83.1% to 77.3%.

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Actuarial Asset-Liability and Funded Ratio Trends

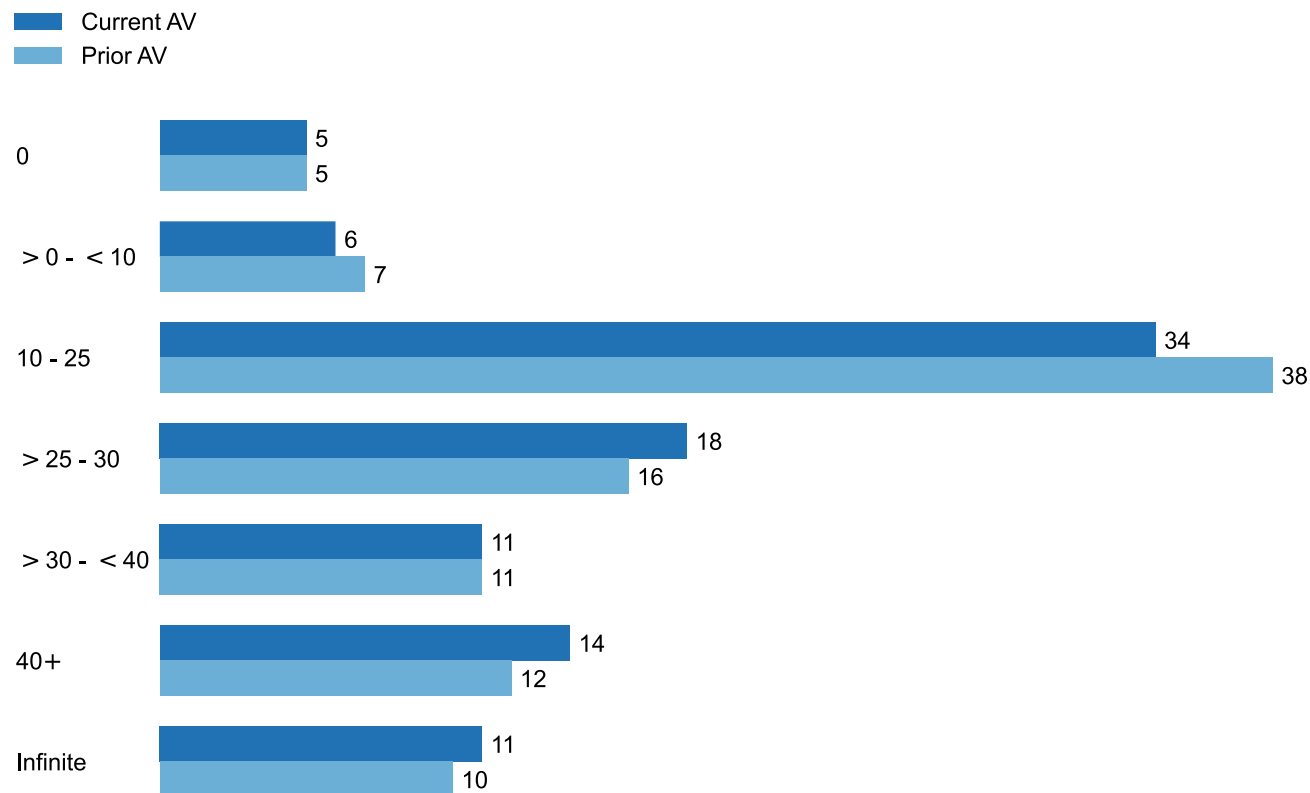


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A plan's amortization period is the time it would theoretically take to fully fund any unfunded liability (UAAL). Plans with a surplus are reported with an amortization period of 0 years. The PRB [Pension Funding Guidelines](#) establish a maximum amortization period of not more than 30 years with a preferred target range of 10 to 25 years. The graph below illustrates the amortization periods as reported in the two most recent actuarial valuations provided by each plan. More than half of the plans have current amortization periods less than or equal to 30 years (the maximum amortization period recommended in the PRB's Pension Funding Guidelines.)

Amortization Periods



Amortization periods are reported in actuarial valuations conducted by Texas plans, according to law.

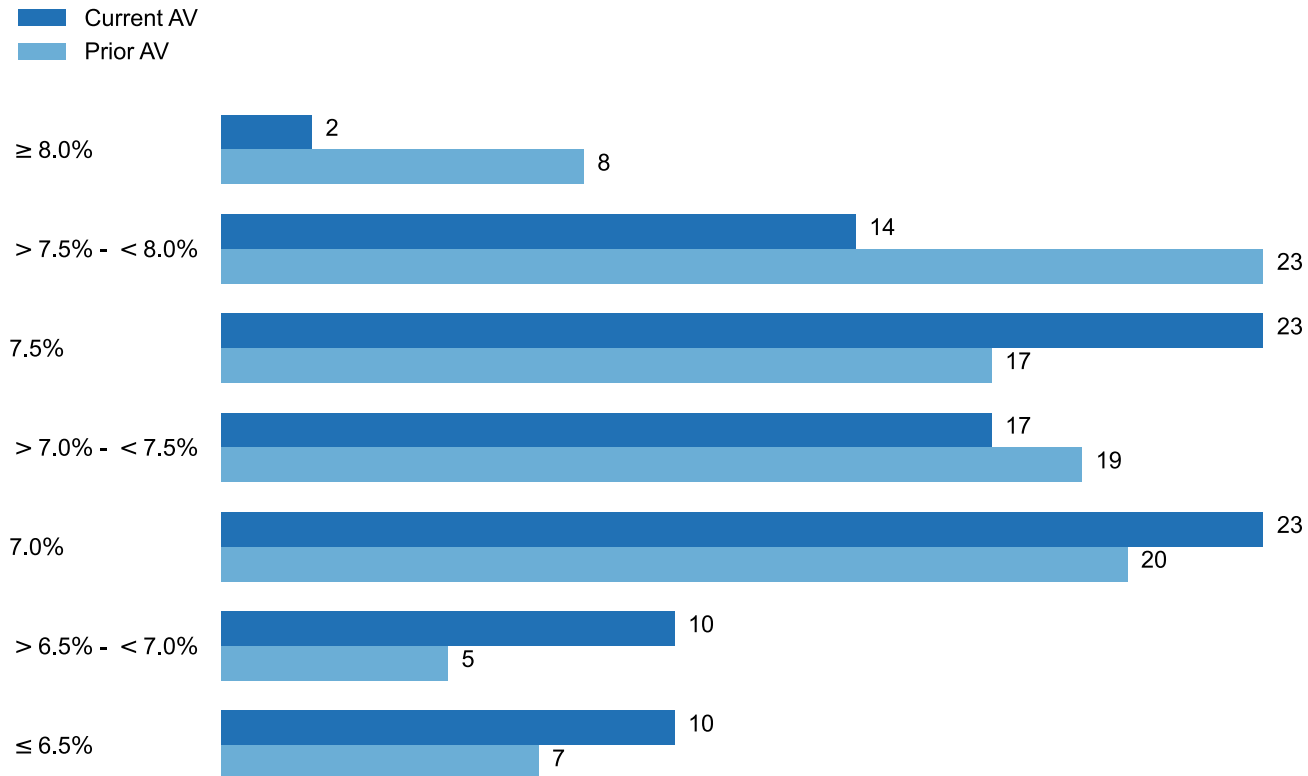
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Investments

The investment return assumption is a key actuarial assumption which directly impacts a plan's liability calculation and contribution requirement. A higher return assumption leads to a lower liability calculation and therefore lower contribution requirement and vice versa. In response to projected market conditions and actual plan experience, retirement systems have reduced return assumptions in recent years. The average investment return assumption for Texas systems is currently 7.17%. The national average is 7.18% (NASRA, February 2021).

Investment Return Assumptions



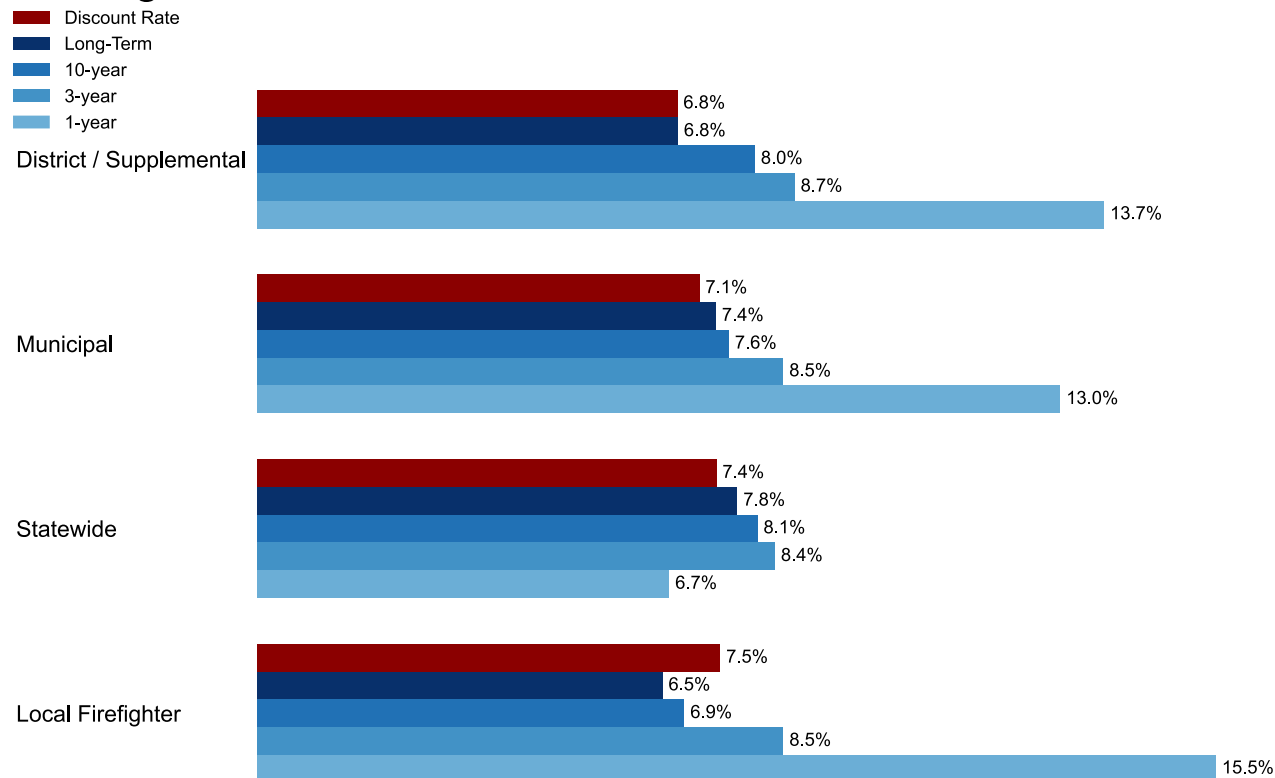
Return assumptions are reported in actuarial valuations conducted by Texas plans according to law.

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Fiscal year 2019 returns generally exceeded assumed rates of return by a large margin for plans with a December fiscal year end, which is approximately two-thirds of all plans. Three-year averages exceeded the average assumed rate of return for all plan classifications while 10-year and long-term averages exceeded the assumed rate of return for all but the Local Firefighter plan classification. Market volatility is expected to result in plan investment returns that are greater or less than the assumed rate of return over short periods while longer-term averages are expected to be closer to the assumed rate of return. These returns do not reflect the impact of COVID-19 on plan returns, which are expected to be reflected in fiscal year 2020 returns.

Average Actual Investment Returns



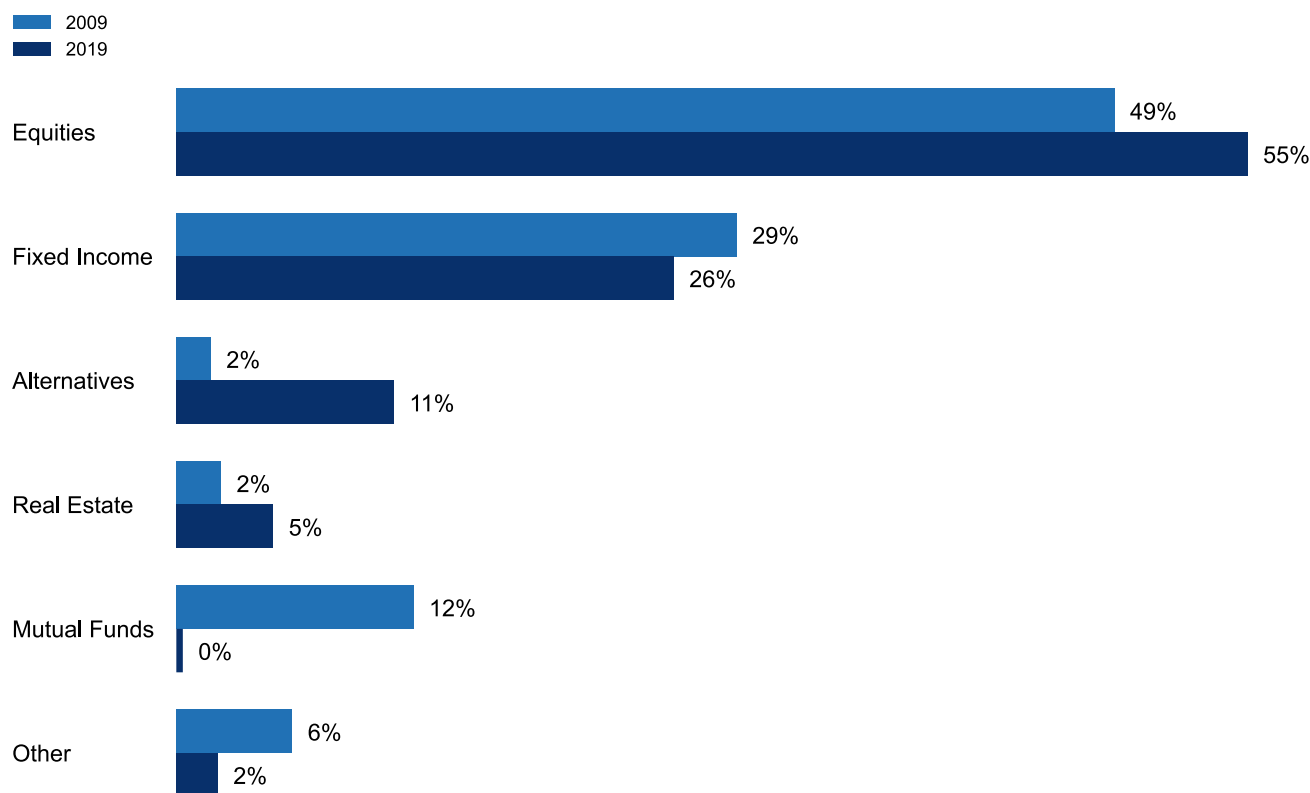
Long-term return is 30 years or longest term available. All figures are net of fees. Assumed returns obtained from most recent actuarial valuation reports.

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Plans' asset allocations changed between 2009 and 2019, most notably, in the growth of equity investments from 49% of total assets in 2009 to 52% in 2019. Alternative investments grew from 2% of total assets in 2009 to 9% in 2019. Alternative investments generally include hedge funds, private equity, commodities, foreign currency, venture capital, derivatives, and other instruments. The PRB has recently begun to reclassify mutual fund investments into more descriptive categories when the necessary information is available. The allocations provided are an unweighted average of all Texas defined benefit plans.

Average Asset Allocation 2009 v. 2019



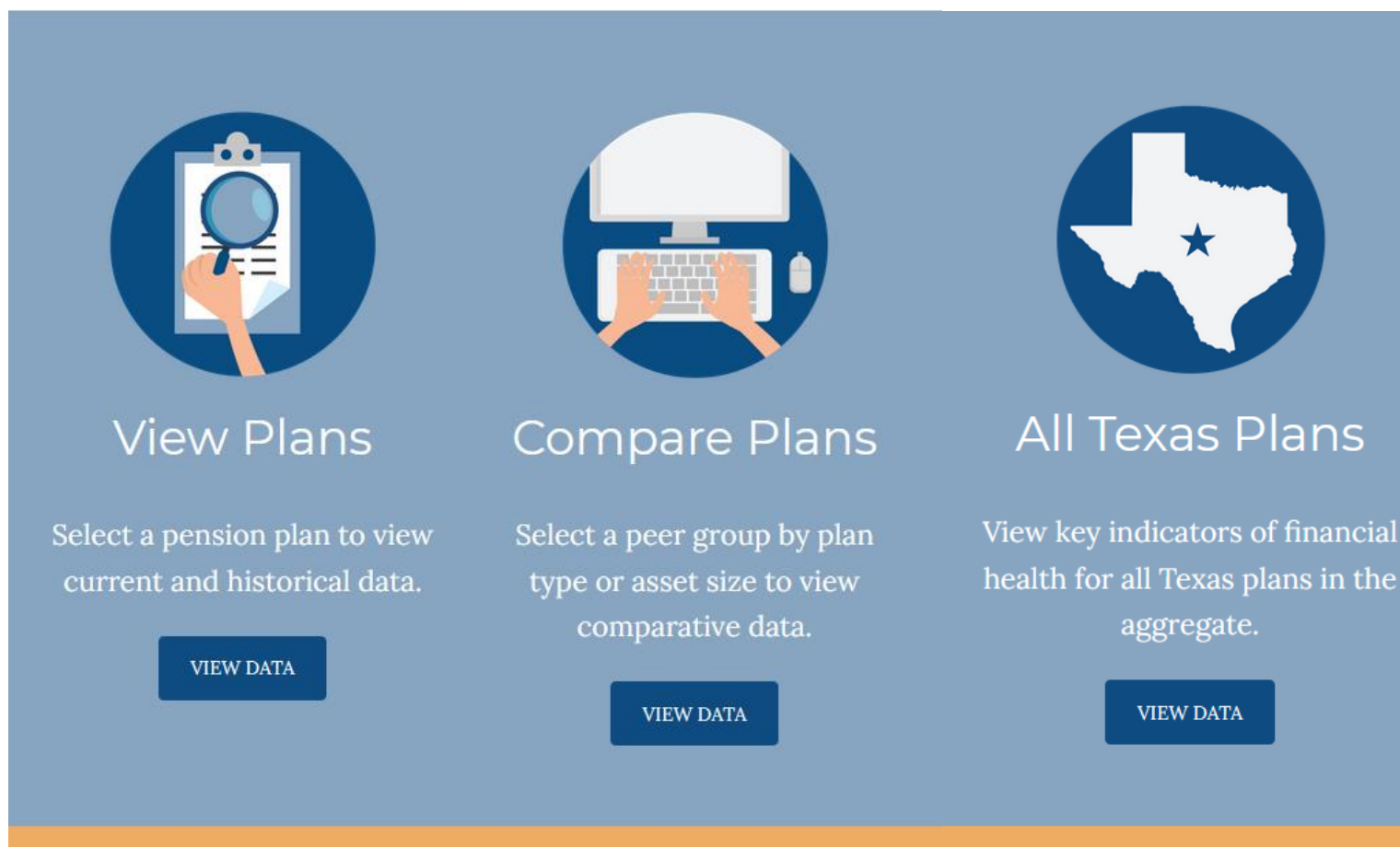
Other includes: capital assets, receivables, securities lending collateral, liabilities and cash. The allocations provided are an unweighted average of all Texas defined benefit plans. Figures are obtained from the annual financial reports and may differ from allocation targets in investment policy statements.

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Texas Public Pension Data Center

Launched in January of 2019, the PRB's [Texas Public Pension Data Center](#) provides lawmakers, taxpayers, pension systems, and other stakeholders with a user-friendly database of public pension information. The data center is divided into three sections: [plan data](#), [comparative data](#) and [all Texas data](#). The View Plans section is comprised of time series data displaying key actuarial and financial metrics over time. The Compare Plans section allows the user to analyze plan data in relevant peer groups, by asset size or plan type, for a given year. The All Texas Plans section illustrates key indicators of financial health for all Texas plans in the aggregate.



The screenshot displays the Texas Public Pension Data Center interface, which is organized into three main sections, each with a circular icon, a title, a description, and a 'VIEW DATA' button.

- View Plans:** The icon shows a hand holding a magnifying glass over a document. The description states: "Select a pension plan to view current and historical data." The button is labeled "VIEW DATA".
- Compare Plans:** The icon shows a computer monitor with hands typing on a keyboard. The description states: "Select a peer group by plan type or asset size to view comparative data." The button is labeled "VIEW DATA".
- All Texas Plans:** The icon shows a white outline of the state of Texas with a blue star. The description states: "View key indicators of financial health for all Texas plans in the aggregate." The button is labeled "VIEW DATA".

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FUNDING TEXAS PUBLIC PENSIONS

Introduction

Upon designing the benefits as well as determining the appropriate level of contributions, public retirement systems must take into account three fundamental, but sometimes competing, policy goals of providing benefit security, intergenerational equity between generations of taxpayers and employees, and a stable contribution from year to year. To help retirement system trustees and plan sponsors make these decisions, actuaries estimate the future benefit payments expected to be paid from the plan by making assumptions about how long current employees will work, how much they will earn, and ultimately, the distributions they will receive. The benefits are valued in today's dollars using an interest rate, generally equal to the plan's assumed investment rate of return and spread across a participant's period of service using an actuarial cost method.

The following sections will discuss how each of these items fits together and summarize certain aspects specific to Texas public retirement systems.

Pension Financing Basics

To understand the basics of actuarial methods of valuing pension plan liabilities, consider the fundamental equation of pension plan financing:

$$\text{Contributions (C) + Income (I) = Benefits (B) + Expenses (E)}$$

- The *inputs* to the pension fund are contributions and investment income, while *outputs* from the fund are benefits and expenses. **Therefore, over time, contributions and investment return must equal benefits and expenses.**
- Generally, employers and employees **contribute** to a pension fund in regular intervals. The fund invests these contributions and earns a return on investment. Returns from investments (fixed income, equity, etc.) are considered **income**. Contributions and income combine to add to the fund over time.
- Retirement plans pay **benefits** to members who have met plan requirements. Retirement plans also pay **expenses** for maintaining the plan including administrative, investment fees, auditing costs, etc. Benefit payments and expenses combine to decrease the amount in the fund.

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Calculating Pension Obligations

- Defined benefit plans require actuarial calculations to estimate the current value of future benefits based on many variables, such as future salary and life expectancy. The value of future benefits is reported in an actuarial valuation report, which systems use to assess the funded status of the plan and determine an appropriate contribution level sufficient to fully fund future benefit obligations.
- To calculate the **present value** (or value in today's dollars) **of future benefits (PVFB)**, the benefit payments expected to be made are **discounted** from the expected payment date to the valuation date. The higher the rate at which future payments are discounted, the lower the present value of those future obligations and vice versa.
- Each expected future benefit payment is discounted to the valuation date using the discount rate and a portion of the benefits are spread over each participant's total expected service, both past and future. Each year, there are values for benefits attributed to past years, benefits attributed to the current year, and benefits attributed to future years. These are referred to as follows:
 - The current value of benefits attributed to past years is called the **actuarial accrued liability** or **AAL**.
 - The current value of benefits attributed to the present year is called the **normal cost** or **NC**.
 - The current value of benefits attributed to the present year and future years is called the **present value of future normal costs** or **PVFNC** (includes the normal cost as the first year).
 - Since the **AAL** includes all past service and the **PVFNC** includes all future service they sum to equal the **PVFB** ($AAL + PVFNC = PVFB$).

Actuarial Cost Methods

The methods for calculating AAL, i.e., attributing a portion of the expected benefits to a participant's individual years of service, are known as actuarial cost methods. As noted above, the PVFB takes into account all expected future service and future pay. Different methods may reflect some, or none, of the future pay or service in the AAL calculation. Currently, Texas retirement system actuaries use one of the following cost methods.

Entry Age Normal (EAN) - This methodology projects the benefit costs of each individual from entry age into the plan to assumed exit age from the plan. This benefit liability is allocated on a level basis over the earnings or service of the individual, thus reflecting a portion of both future pay and service in the AAL. Relative to other actuarial cost methods, entry age normal tends to produce more stable, predictable contribution rates. EAN is the most common cost method used by Texas public plans.

Ultimate EAN – This methodology may be used by plans that have different tiers of benefits based on date of hire. Under Ultimate EAN, the future normal costs are calculated by assuming each plan participant is a member of the most recently added plan tier, while the PVFB is

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calculated using the member's actual benefit tier. The AAL is then calculated indirectly as PVFB - PVFNC. Relative to EAN, Ultimate EAN tends to result in a higher AAL and lower PVFNC. (Note: alternate variations of this cost method exist but are not currently used by the Texas public retirement systems.)

Projected Unit Credit (PUC) - Unlike EAN, PUC does not allocate benefit costs on a level basis over the earnings or service of the individual. Under the PUC methodology, the AAL reflects a portion of expected future pay but not future service, resulting in an increasing, rather than level, annual benefit cost as the member approaches retirement age.

Traditional Unit Credit (UC) – Similar to PUC, benefit costs are not allocated on a level basis over earnings or service. The UC methodology calculates the Actuarial Accrued Liability based only on current pay and service. Using this methodology, the annual cost attributable to benefit liabilities for each member (normal cost) increases significantly as the members approach retirement age. Relative to other methods, TUC tends to produce the lowest AAL and highest PVFNC at any given point.

Aggregate – Under this methodology, the actuarial accrued liability is set equal to the actuarial value of assets and the excess of the present value of projected benefits over the value of plan assets is allocated on a level basis over the future service lives of the plan participants. The portion of the allocation attributed to the current year is included as plan annual benefit cost (normal cost).

Present Value of Future Benefits – This methodology sets the AAL equal to the PVFB. This may be referenced as the cost method for frozen plans because there is no future service accrual or used for closed plans with minimal future accruals.

The following table summarizes the cost methods used by Texas public retirement systems.

Cost Method	Percent of Plans
Entry Age Normal	93%
Ultimate EAN	3%
Traditional Unit Credit	2%
Aggregate	1%
Present Value of Future Benefits	1%
Total	100%

Assets and Asset Smoothing

The **market value of assets (MVA)** is generally the value at which assets could be traded in the market. The **actuarial value of assets (AVA)** is the value of assets used for the actuarial valuation. **Asset smoothing** techniques are employed by actuaries to smooth the short-term effects of

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volatility in the MVA. Smoothing is a concept designed to recognize the long-term nature of pension obligations and attempt to reduce the volatility of assets, which can help keep contributions more stable and thus more predictable for the plan sponsor over time.

- Under smoothing, asset gains and losses are generally recognized over a period of years rather than immediately. The most frequent method of smoothing used by Texas public pension plans is a five-year phase-in of actuarial gains and losses, where 20% of any gain or loss is recognized in each subsequent year. To say it a different way, 80% of the most recent year's gain or loss will be deferred and 20% is recognized, 60% of the year immediately prior is deferred so 40% has been recognized, etc.
- To avoid significant deviation from the MVA, the smoothed value (AVA) may also be subject to a **corridor** around the market value, such as plus or minus 20% of the MVA. Such a corridor places an upper limit on the amount of deferred gains and losses included in the AVA.

The following table summarizes Texas public retirement system plan cost methodology use.

Asset Smoothing Methodologies	
Smoothing Method	Percent of Plans
5-Year Smoothing	82%
Market Value (MVA)	14%
3-Year Smoothing	3%
4-Year Smoothing	1%
Total	100%

Unfunded Liabilities and Surplus

The assets of the plan are ultimately the accumulation of all contributions and income and therefore must be sufficient to cover all distributions (i.e., benefits and expenses). However, at any point in time, the assets (AVA) and current liabilities (AAL) are rarely exactly equal to one another. When the difference between the AAL and AVA is positive (i.e., the AAL > assets), the plan has an **unfunded actuarial accrued liability (UAAL)**. Thus, the UAAL is the amount that is still “owed” to the fund for past obligations. If the difference is negative (i.e., AAL < assets), the plan has a **surplus**.

Contributions

Contributions usually come from two sources: the **employer** and the **employee**. Plans vary widely in contribution level and how that responsibility is shared between employer and employee. Usually, the benefit provided by the plan is a function of the employee's compensation; therefore, both the employer and employee contributions are typically expressed as a percentage of payroll.

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How the total contribution rate is calculated for a given year can be classified into two broad categories, **actuarially determined** or **fixed rate** contributions.

Actuarially Determined Contribution (ADC)

- An ADC is defined as the cost of benefits earned by workers in the current year (the normal cost) plus an amortization payment to recognize prior gains and/or losses.
- The total contribution rate is **not** known in advance and is calculated by the plan's actuary.
- To determine the total contribution rate, the actuary calculates **both** the *normal cost rate* and the *amortization rate*, as shown below.
- The development of the amortization rate is based on the plan's **amortization policy**.
- ADC contribution structures inherently adjust to the plan's changing funded status to maintain the overall trajectory towards fully funding benefit promises.

Fixed Rate Contribution

- The total contribution rate is generally the **same from year to year** and is **known in advance**.
- The total fixed contribution rate can be prescribed by state statute, city ordinance or simply as the funding policy agreed upon by the system and its sponsoring governmental entity.
- A fixed rate contribution is the most common approach used by Texas public pension plans.
- In a fixed rate contribution plan, the total contribution rate is first applied to paying the normal cost (normal cost rate), and the remainder, if any, is used to amortize the UAAL (amortization rate).
- The actuary calculates the *normal cost rate* and determines the *amortization rate* by subtracting the year's normal cost from the total fixed contribution.
- The PRB recommends plan's that contribute on a fixed-rate basis use an ADC benchmark to monitor whether the actual contributions are guiding the plan toward the stated funding objectives. More information concerning ADC Benchmarking can be found in the PRB's [*Informal Guidance for Systems Developing a Funding Policy*](#).

Amortization Policy

- An **amortization method** is a procedure for determining the amount, timing, and pattern of recognition of a plan's gains and losses. In other words, it defines how the UAAL is funded or a surplus is recognized.

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- Amortization amounts can be **level dollar** amounts or determined as a **level percent of payroll**.
 - **Level dollar amortization** is similar to a standard fixed-rate mortgage such that the annual payment towards the UAAL is assumed to be the same dollar amount every year. Level dollar amounts are preferable unless payroll is expected to decrease in the future.
 - Under the **level percent of payroll** calculation, the dollar amount of the annual payment towards the UAAL is assumed to increase at the rate of the expected payroll increase.
- The specified length of time over which a gain or loss is recognized is known as the **amortization period**.
 - **Closed amortization period:** Under a closed amortization period, the annual amortization payment towards the UAAL is calculated using a fixed schedule based on a specified starting and ending date. In other words, if the specified amortization period is set as 30, the annual amortization payment will be calculated using a 30-year period in the first year and will decrease by one year at each subsequent year's valuation (29, 28, etc. down to 1, after which the plan would be fully funded). This is similar to a fixed period home mortgage with a known beginning and ending date (in this case, a 30-year mortgage).
 - One approach that helps minimize annual contribution volatility while maintaining a finite, closed funding period is the use of layered amortization, where a single closed-period amortization base is established for each year's realized experience. Another approach is to establish closed-period amortization bases with varying recognition periods dependent upon the cause of a gain or loss. For example, one approach might be to amortize investment and/or actuarial experience gains or losses over a 5-year period, gains or losses attributable to assumption changes over a 10-year period, and gains or losses attributable to plan amendments over a 25-year period.
 - **Open amortization period:** Under an open amortization period, the annual amortization payment towards the UAAL is calculated using the same period from one year to the next. In other words, if the specified amortization period is set as 30, the ADC will be calculated at each valuation using a 30-year period. This is similar to refinancing a home mortgage every single year. In theory, if an open amortization period is always used, the UAAL will never be fully funded.

As outlined above, a given **amortization period** can indicate the expected time to pay off the entire UAAL, or only portion of the UAAL (e.g., when multiple gain/loss layers are used). In addition, different plans utilize different amortization methods and different contribution structures. To account for these differences, the PRB uses the **effective amortization period** to provide a comparison of plan health. The effective amortization period estimates the expected time it would take to pay off the existing UAAL based on current contributions and considering the plan's amortization policy, stated contribution rate structure and contribution history. If a plan is in a surplus position, the effective amortization period is reported as zero.

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Effective Amortization Periods	
Amortization Period	Percent of Plans
Infinite	11%
>=40 years, but not infinite	14%
> 30 years, <40 years	11%
> 25 years, <=30 years	18%
>= 10 years, <=25 years	35%
> 0 years, < 10 years	6%
0 years	5%
Total¹	100%

Negative Amortization occurs when contributions are insufficient to cover the cost of benefits accrued and the interest accrued on the unfunded liability during the year. In general, this occurs when a plan's effective amortization period exceeds 20-25 years. Plans should be careful in their use of negative amortization. If a plan's contribution and amortization policy results in negative amortization, the funding policy should outline the expected period over which negative amortization will occur and provide justification for the use of negative amortization.

Funding Policies

A funding policy is a written statement of guiding principles and strategy to fully fund the long-term costs of promised benefits. The policy is intended to be used as a retirement system's road map to fully fund its long-term obligations.

While different pension plans and their governmental sponsors may prioritize the policy goals of benefit security, contribution stability, and intergenerational equity differently, the funding policy should strive to balance these three primary pension funding goals so that member benefits are secure; employers and employees are afforded some level of contribution predictability from year to year; and liabilities are managed so that future taxpayers are not burdened with costs associated with a previous generation's service. The components of a funding policy are briefly outlined below, for more detail regarding the development of a funding policy, please see the PRB's [Guidance for Systems Developing a Funding Policy](#).

A funding policy should include the following components:

1. Establishing Clear and Concrete Funding Objectives

A funding policy should clearly establish the retirement system's funding objectives. Per Texas Government Code [§802.2011](#), the funding

¹ Individual amounts may not sum to 100% due to rounding.

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policy must target a funded ratio of 100% or greater. The PRB recommends that systems adopt a funding policy that fully funds the plan **over as brief a period as possible**, with **10 –25 years** being the preferable range, using a finite, or **closed, funding period**.

2. Selecting Actuarial Methods

An important role of a funding policy is to set boundaries on what is allowable for actuarial calculations. At a minimum, the three actuarial methods that should be addressed are the actuarial cost method, the asset-smoothing method, and the amortization policy. A funding policy should state the desired goals and purpose of the cost method if it does not specify the exact cost method to be used; the amount of return subject to smoothing (i.e. how much is deferred), the time period of the deferral, and if the smoothed value is subject to a corridor; and the amortization policy to be used.

3. Developing a Roadmap to Achieve Funding Objectives

A funding policy should provide a clear plan detailing how the system’s funding goals will be met. This should include outlining the contribution rate structure and elements designed to impede deviation from progress toward funding goals, such as the use of ADC benchmarking for fixed-rate plans and establishing parameters under which future benefit increases and contribution reductions can be considered.

4. Adopting Actions to Address Actual Experience That Diverges from Assumptions

A funding policy should develop predetermined steps for how a plan should respond to both positive and negative experiences that differ from the plan’s assumptions. The following methods can be used to manage funding risk:

- **Risk-Sharing:** Outlining how gains and losses will be distributed between the employer and plan participants prevents benefit reductions or cost increases being imposed after the plan’s condition has deteriorated, rather than proactively, in advance, and in a manner transparent to members and stakeholders.
- **Contributions:** Automatic changes to employee and/or employer contributions can be subject to restrictions such as smoothing annual increases or decreases to prevent large annual swings or establishing minimum and maximum contributions rates outside of which other changes must be considered, such as benefit reductions (when contributions increase beyond the maximum) or using more conservative assumptions or benefit increases (when contributions drop below the minimum).
- **Benefits:** A funding policy may also establish when benefit adjustments will occur and include provisions that specify how both positive and negative experience will be addressed. Plans may allow for increased benefits or an increased COLA as a result of a positive deviation, but plans will need to ensure they are able to consistently meet the new funding demands of the changes.

Actuarial Assumptions

- Pension funding requires assumptions to be made about future events. These assumptions are called actuarial assumptions, which along with current plan participant data and the benefit formula, are used to project future benefit obligations.
- The plan’s board adopts or approves the actuarial assumptions with guidance from the actuary. The actuary is required to follow the

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[Actuarial Standards of Practice](#) (ASOPs) when selecting assumptions and has a professional responsibility to recommend and use reasonable assumptions.

- Actuarial assumptions can be split into two broad categories: economic and demographic.
 - Economic assumptions include items such as discount rate, assumed investment return, salary increases and inflation.
 - Demographic assumptions include rates of retirement, turnover, disability, mortality and other factors.

Discount Rate and Investment Return Assumptions

The discount rate is the assumption that typically has the largest single impact on the determination of the AAL and PVFB. Discounting a deferred payment with a higher (lower) discount rate will produce a lower (higher) present value, due to the higher (lower) expected interest to be added to a hypothetical fund for the payment. Currently, all Texas public retirement systems use the assumed long-term investment rate of return on their plan assets as the discount rate. If the actual returns do not meet or exceed the assumed returns, then the actuarially determined recommended contributions would not be adequate to ensure system sustainability in the long-term. A summary of the return assumptions for Texas public retirement systems is included in the following table.

Investment Return Assumption		
Return Assumption	Percent of Plans	Running Total
5.00%	1%	1%
6.00%	4%	5%
6.15%	1%	6%
6.25%	3%	9%
6.50%	1%	10%
6.75%	10%	20%
7.00%	24%	44%
7.25%	14%	58%
7.30%	1%	59%
7.35%	1%	60%
7.40%	1%	61%
7.50%	23%	84%
7.60%	1%	85%
7.75%	12%	97%
7.80%	1%	98%
8.00%	2%	100%

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Inflation Assumption

Inflation is the rate at which price levels are rising, and purchasing power is falling. The assumed rate of inflation is included as a component of the assumed rate of return and the assumed plan participant salary increases. It is also used to value cost-of-living adjustment (COLA) benefit increases for pension systems that have COLAs tied to inflation. A summary of assumed rates of inflation for Texas public retirement systems is presented in the following table.

Inflation Rate Assumptions		
Inflation Assumption	Percent of Plans	Running Total
2.00%	2%	2%
2.20%	4%	6%
2.25%	5%	11%
2.30%	5%	16%
2.5%	32%	48%
2.75%	15%	63%
3.00%	24%	87%
3.10%	1%	88%
3.25%	2%	90%
3.40%	1%	91%
3.75%	1%	92%
N/A	8%	100%

Payroll Growth Assumption

A payroll growth assumption is used for plans whose amortization method is calculated as a level percent of pay. Because a level percentage of payroll amortization payment is expected to increase at the payroll growth assumption, a higher payroll growth assumption lowers the required contribution (and defers plan funding). The following table shows the percentage of Texas public retirement systems that use various payroll growth assumptions.

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Current Payroll Growth Assumptions		
Payroll Growth Assumption	Percent of Systems	Running Total
2.00%	1%	1%
2.30%	1%	2%
2.50%	6%	8%
2.70%	3%	11%
2.75%	14%	25%
3.00%	33%	58%
3.10%	1%	59%
3.25%	8%	67%
3.40%	1%	68%
3.50%	14%	82%
3.75%	3%	85%
4.00%	12%	97%
4.50%	3%	100%

Description of Actuarial Terms

Actuarial Cost Methods

To determine the actuarial accrued liability (AAL) and the normal cost (NC), actuaries can use different cost methods. An actuarial cost method is a way to allocate pieces of a participant's total expected benefit to each year of their working career. In other words, it is a technique to determine how much of the present value of future benefits (PVFB) to assign to past service (AAL) vs. future service (present value of future normal costs, or PVFNC). Actuarial cost methods differ in the way the AAL and the NC are calculated and therefore how the total PVFB is allocated.

Actuarial Accrued Liability

The current value of benefits attributed to past years.

Actuarial Value of Assets (AVA)

The actuarial value of assets (AVA) is the value of assets used for the actuarial valuation. The AVA can be either the market value (MVA) or a smoothed value of assets. Asset smoothing techniques are employed by actuaries to smooth the short-term effects of volatility in the MVA. Smoothing is a concept designed to recognize the long-term nature of pension obligations and attempt to reduce the volatility of assets, which

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can help keep contributions more stable and thus more predictable for the plan sponsor over time. The AVA is used to calculate the unfunded actuarial accrued liability (UAAL).

Actuarially Determined Contribution (ADC)

An actuarially determined contribution is defined as the cost of benefits earned by workers in the current year (the normal cost) plus an amortization payment to recognize prior gains and/or losses. ADC contribution structures inherently adjust to the plan's changing funded status to maintain the overall trajectory towards fully funding benefit promises. GASB No. 67 defines ADC as the target or recommended contribution to a defined benefit plan for the reporting period, determined in conformity with Actuarial Standards of Practice (ASOPs). Section 802.101(a) of the Texas Government Code requires that a system's actuarial valuation include a recommended contribution rate for the system to achieve and maintain an amortization period that does not exceed 30 years.

Amortization Method

How the amortization payment is structured:

Level Dollar - similar to a standard fixed-rate mortgage such that the annual payment towards the UAAL is assumed to be the same dollar amount every year.

Level Percentage - the payments are a level percentage of payroll, and the dollar amount of the payment is assumed to increase at the rate of the expected payroll increase.

Open - the annual amortization payment towards the UAAL is calculated using the same period from one year to the next. In other words, if the specified amortization period is set as 30, the ADC will be calculated at each valuation using a 30-year period. This is similar to refinancing a home mortgage every single year.

Closed - the annual amortization payment towards the UAAL is calculated using a fixed schedule based on a specified starting and ending date. In other words, if the specified amortization period is set as 30, the ADC will be calculated using a 30 year period in the first year and decrease by one year at each subsequent year's valuation (29, 28, etc. down to 1, after which the plan would be fully funded). This is similar to a fixed period home mortgage with a known beginning and ending date (in this case, a 30-year mortgage).

Amortization Payment

The portion of the total contribution used to reduce the unfunded actuarial accrued liability.

Amortization Period

The specified length of time used when calculating the amortization payment portion of an actuarially determined contribution, or as the time it would theoretically take to fully fund the UAAL or fully recognize a surplus.

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Asset Valuation Method

The method used to smooth the Actuarial Value of Assets.

Assumed Rate of Return

The assumed long-term rate of return on plan assets. The assumed rate of return is the most common interest rate used as the discount rate by Texas public retirement systems for funding calculations.

Benefit Security

The likelihood sufficient assets will be available to pay all benefits when they come due.

Covered Payroll

The amount of payroll of employees that are provided with pensions through the pension plan.

Deferred Retirement Option Plan (DROP)

An additional benefit that participants may receive from their retirement plan. Under a DROP arrangement, the participant is treated as retired on a date prior to the date they actually separate service. Under a Forward DROP, the participant may elect to “retire” but continue working for the sponsoring organization. His/her monthly annuity is placed in a designated account until the member ceases to work or for a specified amount of time as allowed by the retirement system. When the member separates service, the account balance becomes available and is paid in accordance with plan terms. Under a Retro DROP, the participant is given the option to calculate their benefit as if they had retired on a date earlier than their actual separation of service. Benefit payments that would have been paid had they actually separated service on that date are accumulated and paid in accordance with the plan terms.

Discount Rate

The discount rate is the interest rate used to calculate the value of future payments as of the valuation date. This assumption typically has the largest single impact on the determination of the AAL and PVFB. Discounting a deferred payment with a higher (lower) discount rate will produce a lower (higher) present value, due to the higher (lower) expected interest to be added to a hypothetical fund for the payment. The assumed rate of return is the most common interest rate used as the discount rate by Texas public retirement systems for funding calculations.

Fiduciary Net Position (FNP)

The market value of assets as of the fiscal year end, as reported in the system's Annual Financial Report.

Funded Ratio

The ratio of assets to accrued liability: $\text{Assets} / \text{AAL} = \text{Funded Ratio}$. Funded ratios are reported based on the actuarial value of assets (AVA or smoothed value) and market value of assets (MVA). Generally, the closer the funded ratio is to 100%, the more secure the current accrued benefits.

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However, if a plan is currently underfunded, the attempt to achieve a funded ratio of 100% will impact the other policy goals, intergenerational equity, and the desire for a stable contribution from one year to another. [Section 802.2011](#) of the Texas Government Code requires all plans adopt a written funding policy detailing the governing body's plan for achieving full funding.

Inflation

The rate at which price levels are rising, and purchasing power is falling. Inflation is a component of both the assumed Investment Rate of Return and the assumed rate of employee pay increases.

Intergenerational Equity

Seeks to have each generation of taxpayers incur the cost of benefits for the employees who provide services to those taxpayers, rather than deferring those costs to future taxpayers.

Negative Amortization

The increase in the unfunded actuarial accrued liability because the amortization payment is not sufficient or large enough to cover the interest that accrues on the unfunded liability.

Normal Cost (NC)

Computed differently under different funding methods, the normal cost generally represents the current value of benefits attributed to the present year. The employer normal cost equals the total normal cost of the plan reduced by employee contributions.

Present Value of Future Benefits (PVFB)

The current value of all benefits expected to be paid to current participants.

Present Value of Future Normal Costs (PVFNC)

The current value of benefits attributed to the present year and all future years (includes the normal cost as the first year).

Unfunded Actuarial Accrued Liability (UAAL)

The difference between the actuarial accrued liability and the actuarial value of assets; therefore, the UAAL is the amount that is still owed to the fund for past obligations.

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Pension Obligation Bonds

Senate Bill 1696, enacted in 2003, added Chapter 107 to Subtitle A, Title 4 of the Local Government Code, allowing municipalities to issue bonds, certificates, notes and/or book-entry obligations to fund all or any part of a municipal pension plan's unfunded liability. The law requires that prior to issuance the municipality must enter into a written agreement with the governing body possessing fiduciary responsibility over pension fund assets.

Net proceeds of obligation issuance shall be credited to the public pension fund and become part of the fund's assets. Obligations may be made payable from the municipality's general fund, from the fund from which compensation for employees and officers is paid, or from taxes, revenues or any other money source that state law permits to be used to secure or pay any bond or obligation. Obligations may be sold at public or private sale and must mature no later than 30 years from the issuance date.

The chart on the following page includes information on all outstanding pension obligation bonds held by Texas governmental entities, which include: Dallas, El Paso, Gainsville Hospital District, and Houston. The chart provides the par amount outstanding, the closing and maturity dates, principal outstanding, interest outstanding, and true interest cost.

Some key terms include:

Bond

Debt instrument through which an investor loans money to the issuer that specifies: when the loan is due ("term," or "maturity," such as 20 years); the interest rate the borrower will pay (such as 5%); when the payments will be made (such as monthly, semi-annually, annually); and the revenue source pledge to make the payments.

General Obligation Debt

Debt legally secured by a constitutional pledge of the first monies coming into the State Treasury not otherwise constitutionally dedicated for another purpose. General obligation debt must be approved by a 2/3 vote of both houses of the Texas Legislature and by a majority of the voters.

Maturity Date

The date principal is due and payable to the security holder.

Municipal Bond

A debt security issued to finance projects for a state, municipality, or county. Municipal securities are exempt from federal taxes and from most state and local taxes.

Par

The face value of a security that is due at maturity. A "par bond" is a bond selling at its face value.

Refunding Bond

Bonds issued to retire or defease all or a portion of outstanding bonds.

A list of pension obligation bonds issued and outstanding as of August 31, 2020 can be found in [Appendix A](#).

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TEXAS STATUTORY REPORTING REQUIREMENTS

Funding Policy

The funding policy requirement was introduced by the 86th Legislature via the enactment of Senate Bill 2224 (Huffman/Murphy) and is contained in Texas Government Code [Chapter 802.2011](#).

Applicability and Requirements

The governing body of all Texas public retirement systems must adopt a written funding policy detailing the governing body's plan for achieving full funding.

The PRB adopted the [Guidance for Developing a Funding Policy](#) to assist systems with understanding and creating a funding policy. To view a sample funding policy, which the PRB developed to provide an example of what a funding policy may look like, click [here](#).

Compliance

All plans were required to adopt a written funding policy by no later than January 1, 2020. To date, the PRB has received funding policies for 96 of 100 systems. To allow systems and stakeholders to easily compare the funding policies, which were wide-ranging in format, staff created a standardized table that condenses the funding policies into core components, including contribution type, contribution benchmark, corrective actions such as risk sharing, and contribution and benefit change parameters. Which can be seen beginning on page 5 of the [Funding Policy Report](#). The tables were divided by plans contributing on an actuarially determined contribution (ADC) rate, a modified ADC rate, or fixed-rate contribution basis (non-ADC). In addition to the funding policy table mentioned previously, staff created a summary document which depicts trends within the policies, found in the Funding Policy Report.

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Funding Soundness Restoration Plans

The Funding Soundness Restoration Plan (FSRP) was introduced by the 84th Legislature via the enactment of House Bill 3310 (Paul/Taylor) and is contained in Chapters [802.2015](#) and [802.2016](#) of the Texas Government Code.

Applicability

- A public retirement system is required to notify its associated governmental entity if it receives an actuarial valuation indicating the system's actual contributions are insufficient to achieve an amortization period of 40 years or less.
- If the system's amortization period exceeds 40 years over several valuations (three annual valuations or two valuations if prepared less frequently), the public retirement system and its associated governmental entity are required to formulate an FSRP in accordance with the system's governing statute.
- The FSRP requirement varies for certain systems, including exemption from the requirement.

Requirements

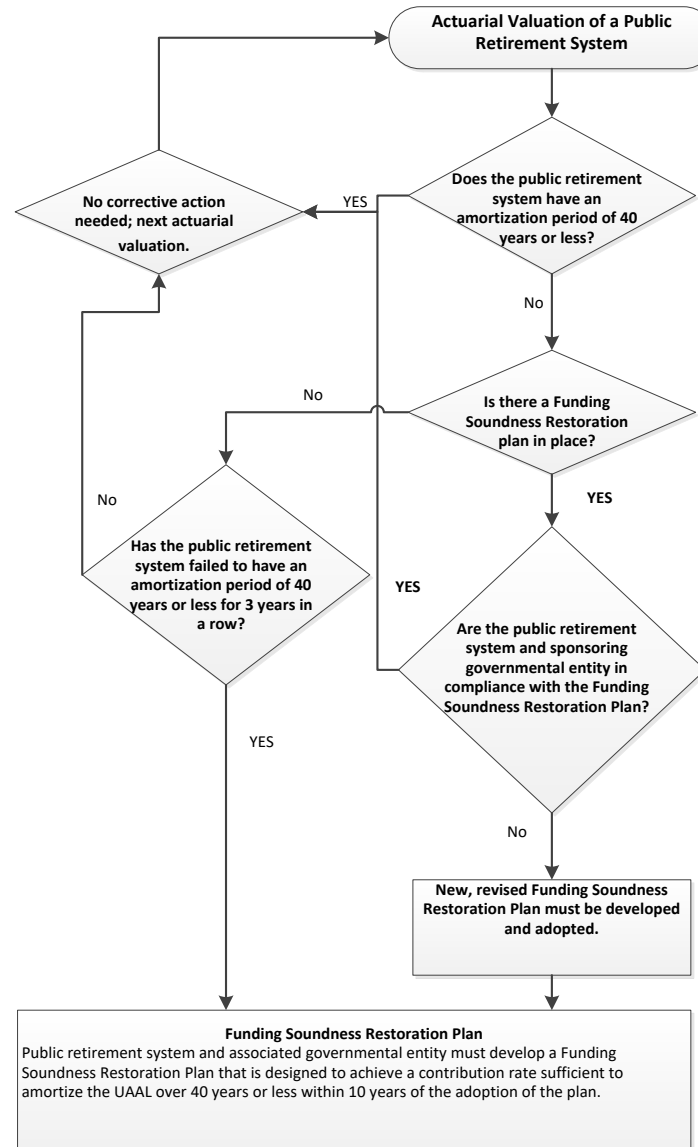
- The FSRP must be designed to achieve an amortization period of 40 years or less by the tenth anniversary of the date on which the final version of the plan is agreed.
- The public retirement system and its associated governmental entity must formulate and agree to the FSRP within six months following the adoption of the actuarial valuation triggering the requirement.
- Systems must submit a copy of the FSRP and any change to the PRB within 31 days after the FSRP or change is formulated. Additionally, the PRB must be notified every two years of any updates to the progress made towards improved actuarial soundness.

Additional detail regarding plans that have been, currently are, or are at-risk of becoming subject to the FSRP requirement is available in the PRB's most recent *Funding Soundness Restoration Plan Report* available on the [Publications and Reports](#) page of our website.

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The Following diagram illustrates the process for determining the need for developing or revising an FSRP.



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Investment Practices and Performance Evaluations

The Investment Practices and Performance Evaluations were introduced by the 86th Legislature via the enactment of Senate Bill 322 (Huffman/Murphy) and is contained in [Chapter 802.109](#) of the Texas Government Code.

Applicability

Systems with assets of at least \$100 million must complete an evaluation once every three years. Systems with assets of at least \$30 million but less than \$100 million must complete an evaluation once every six years. Systems with assets less than \$30 million are not required, but are encouraged, to conduct an evaluation.

Requirements

A public retirement system shall select an independent firm with substantial experience in evaluating institutional investment practices and performance. The independent firm may have an existing relationship with the retirement system but may not directly or indirectly manage investments of the retirement system.

Each evaluation must include:

- an analysis of any investment policy or strategic investment plan adopted by the retirement system and the retirement system's compliance with that policy or plan;
- a detailed review of the retirement system's investment asset allocation;
- a review of the appropriateness of investment fees and commissions paid by the retirement system;
- a review of the retirement system's governance processes related to investment activities;
- and a review of the retirement system's investment manager selection and monitoring process.

The first evaluation must be a comprehensive analysis of the retirement system's investment program that covers all asset classes, while subsequent evaluations may select particular asset classes on which to focus.

Compliance and Analysis

The first evaluations were to be completed by May 1, 2020 and were due to the PRB by June 1, 2020. Of the 100 public retirement systems in Texas, the PRB expected 56 evaluations covering 62 plans that met the \$30 million threshold. Fifty-three of the 56 expected evaluations were received, and two additional evaluations were received from systems just under the \$30 million threshold, bringing the total evaluations received to 55. The PRB worked with many systems experiencing COVID-19 delays.

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If there was an overarching theme across the evaluations, it was the importance of investment fee review and documentation. Fee-related issues were a focus in four of the five areas of evaluation. In response to a need identified by evaluators, the PRB plans to publish a Texas-specific investment fee benchmarking resource once the enhanced fee disclosures required by SB 322 are fully implemented. Key recommendations in each statutory area were as follows:

- **Investment Policy Statement (IPS):** Systems should review the IPS annually, comprehensive investment fee review must be completed regularly, and investment fee policies should be documented in the IPS.
- **Asset Allocation:** Systems should take a holistic approach to the asset allocation process that considers both the assets and the liabilities that the trust is designed to support.
- **Investment Fees:** Systems should use industry and peer benchmarks when reviewing investment fees. Fee transparency, disclosing direct and indirect fees as well as reviewing net-of-fee performance is of utmost importance. Passive investments should also be considered to help reduce fees overall or offset higher fees from active and alternative investments.
- **Governance:** Systems should define roles and responsibilities more clearly, especially investment fee responsibilities, as they are crucial for proper oversight of any investment program.
- **Investment Manager Selection and Monitoring:** Systems should document investment manager hiring and firing criteria more clearly in the IPS, and net-of-fee metrics must be used to measure performance. The rationale for hiring and firing decisions should also be well documented.

Texas Government Code Section 802.109(i) requires the PRB to submit an [Investment Performance Report](#) that both compiles and summarizes the information from the evaluations and include the report in the agency's Biennial Report to the Legislature. This report contains aggregate analysis of the evaluations, a summary of each individual evaluation and resources including a compilation of references from the evaluations to help systems access best practices and relevant benchmarking resources.

After its analysis of the first round of evaluations, the PRB has identified opportunities where modifications to the statute may provide additional clarity to systems in future evaluations and enhance the transparency and objectivity of the evaluations for all stakeholders. The PRB's recommendations to the Legislature were submitted as part of its [2019-2020 Biennial Report](#) and are available on the PRB website [here](#).

Summary of Reporting Requirements and Calendar

In an effort to help Texas public retirement systems easily remain informed of statutory reporting requirements, the agency streamlined two previous resources into one document. The [Summary of Reporting Requirements for Texas Public Retirement Systems](#) contains information on all reports that systems are required to submit to the PRB. The document also contains links to the statute outlining the requirements, helpful forms, informal guidance documents, and reporting dates for each report, including the recently added Funding Policy and Investment Practices and Performance Evaluation requirements.

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TEXAS PENSION BENEFIT DESIGN

In general, actuarially funded defined benefit retirement systems offer participants a specified monthly benefit at retirement that is paid for the life of the retiree, and in many cases the life of a beneficiary. The level of benefits an employee will receive at retirement is usually derived from a formula based on years of service, salary, and a multiplier factor. The costs of benefit changes, including multiplier increases and granting of COLAs, should be appropriately valued prior to adoption to ensure that additional costs will be funded adequately and consistently.

The following sections summarize the major benefit provisions provided by Texas public retirement systems. The specific details for a particular plan can be found on its [respective data center page](#). Some systems have multiple tiers covering different employee groups within their respective systems. Those groups are generally based on employee type (e.g. firefighter, police or general employee) and/or date of hire.

Retirement Eligibility

Employees must attain a certain age and/or years of credited service (YCS) in the retirement plan to become eligible for full retirement benefits. Alternatively, some plans use the "Rule of X" method, where an employee becomes eligible for retirement when their age plus years of service equal "X." For Texas plans, the minimum age for retirement eligibility ranges from 45 to 65, and the YCS requirements range from 5 to 40. Plans using the "Rule of X" method have requirements for the value of X ranging from 70 to 85. Frequently, these approaches are used together. For example, a plan may state full retirement eligibility is the earlier of age 60 with 5 years of service or Rule of 80 (allowing a 55-year-old with 25 years of service to retire with full retirement benefits).

Vesting

Vesting is the conveyance of a legal, non-forfeitable right to a deferred pension. Pension plans grant vesting upon completion of a specified service requirement. Vesting may occur gradually according to a schedule, or it may occur all at once (i.e., "cliff vesting"). Full vesting for plans in Texas is granted anywhere from immediately upon entry to 20 years of service, with the longer periods more likely to be seen in public safety plans.

Final Average Salary

Calculations for final average salary vary from plan to plan. In most cases, the final average salary is calculated based on a three, four, or five-year average of an employee's salary. Some plans use the employee's highest earning years to calculate this average, regardless of when they occurred, while others require the use of a consecutive period which generally results in using the employee's final years before retirement.

Benefit Formula

A majority of actuarially funded retirement plans use a formula to calculate retirement benefits. This formula typically takes into account an employee's years of credited service (YCS), final average salary, and a pre-established benefit multiplier:

$$\text{YCS} \times \text{Benefit Multiplier} \times \text{Final Average Salary} = \text{Annual Retirement Annuity}$$

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The benefit multiplier determines the percentage of final average salary an employee will earn as a retirement annuity for each year of service. For Texas actuarially funded plans using the above benefit formula, the benefit multiplier currently ranges from 0.70% to 3.95%.

Some plans use a variation of the above formula that incorporates an average YCS into the benefit multiplier, instead of calculating based on the employee's individual YCS. This formula variation is expressed as:

$$\text{Benefit Multiplier} \times \text{Final Average Salary} = \text{Annual Retirement Annuity}$$

For Texas plans using this formula variation, the benefit multiplier currently ranges from 40% to 80%.

Other plans do not use a standard formula, and instead award benefits based on a cash balance approach or a set dollar amount.

Cost of Living Adjustments

Cost-of-living adjustments (COLAs) can be automatic or ad hoc. Ad hoc COLAs require a governing body's approval before they are granted, whereas automatic COLAs do not need any action; they are given annually.

Plans offering an automatic COLA typically base their COLA on either a set percentage or on the change in the Consumer Price Index (CPI). A majority of Texas plans do not offer an automatic COLA but reserve the right to grant an ad hoc COLA if certain conditions are met. Some plans provide a contingent COLA based on a target investment return or amortization period.

A COLA can be simple or compounded. Simple COLAs are calculated as a percent of the original benefit; compounded COLAs are calculated based on the current benefit (i.e., the original benefit plus any prior benefit increases, including prior year COLAs.)

In Texas, 16 actuarially funded systems currently offer an automatic COLA as part of the benefits package for current hires; 22 actuarially funded systems currently offer an automatic COLA for at least one of their benefit tiers.

Deferred Retirement Option Plans

Some plans offer members a Deferred Retirement Option Plan (DROP). DROPs are additional, optional benefits that members may elect to participate in upon reaching eligibility. The primary feature of a DROP is that participants are treated as retired from the plan on a date prior to the date they actually separate service.

Forward DROPs — known as Forward, Basic, or DROP — work as follows: a member, upon reaching retirement eligibility, chooses to continue working and enter the DROP. The member's monthly retirement benefit is placed in a designated account until the member ceases to work for the plan sponsor, at which time the account balance is paid in accordance with the terms of the plan. The decision to enter a Forward DROP is made at the time the participant enters and is usually not reversible once made.

In lieu of, or in addition to, a Forward DROP, several plans offer a variation called a Retro DROP — also known as Back or Reverse DROP. A Retro

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DROP allows an employee who has continued to work past their retirement eligibility date to retroactively retire and receive credit for the benefits they would have been paid had they retired earlier. The decision to receive a Retro DROP is not made until the participant separates service and is therefore much like an optional benefit form allowing a participant to take a partial lump sum payment of their full benefit in exchange for receiving a reduced annuity payment. Retro DROPs differ from other optional benefit forms because they are not necessarily designed to be actuarial equivalent.

DROP provisions can vary significantly from plan to plan for both Forward and Retro variations. Some offer interest credits on the account balance which might be a guaranteed rate or could vary based on actual fund returns, while some do not offer any interest credit. Some Texas public retirement systems do not have a time limit on Forward DROP participation, while many systems limit participation in a Forward DROP anywhere from two to 13 years and a Retro DROP from two to seven years. A few DROPs offer a COLA. Participant contributions paid during the DROP participation period may be credited to their DROP account balance or credited to the fund.

A few plans also offer a DROP program specifically for retirees. A Post Retirement Option Plan (PROP) may allow retirees the option to deposit all, or a portion of, their monthly annuity or other taxable benefits issued by the Fund, to their PROP account. If they were a member of the DROP program, this may include their existing DROP account balance.

A Partial Lump Sum Option Plan (PLOP) allows the retiree to opt to receive a portion of their retirement benefit as an immediate payout. Ten actuarially funded Texas public retirement plans offer a PLOP for at least one of their tiers.

A large DROP balance can be a significant risk to the plan, if it grows to represent a significant portion of the asset balance. A table showing the value of DROP balances as a percentage of assets can be found in [Appendix B](#).

Social Security Participation

Governmental entities historically had the option to opt-out of Social Security participation if they maintained a retirement plan for employees that met certain minimum benefit requirements. In Texas, members in 52 of the actuarially funded public retirement systems do not participate in Social Security.

Trends

In recent years, many actuarially funded plans in Texas have enacted modifications to their benefit structures. These changes have been made to strengthen plan funding, and to respond to the demands of a changing workforce. Any change made by a plan should be adequately valued prior to adoption. Some modifications made by Texas plans include:

- Creating new tiers for new hires with lower benefit multipliers;
- Increasing retirement eligibility ages;
- Increasing both employer and employee contributions;

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- Eliminating or modifying COLAs;
- Eliminating or modifying DROPs;
- Including more years in the final average salary calculation, thereby reducing the possibility that benefits will be calculated only based on a few abnormally high-salary years preceding retirement.

TEXAS PLAN GOVERNANCE

Texas Constitution

Numerous statutes and laws govern state and local retirement systems in Texas, including the State Constitution. [Article 16, Section 67\(b\)](#) of the Texas Constitution, directs the Legislature to establish both the Teacher Retirement System of Texas (TRS) and the Employees Retirement System of Texas (ERS). It establishes the minimum and maximum state contribution rates to both TRS and ERS at six percent and ten percent. In an emergency, as determined by the Governor, the Legislature may appropriate additional sums as actuarially determined.

The Constitution also directs the Legislature to provide for two statewide retirement systems for officers and employees of cities and counties. Article 16, Section 67(c)(1)(B), establishes a statewide retirement system for officers and employees of counties and other political subdivisions that choose to voluntarily participate (Texas County and District Retirement System (TCDRS)). Article 16, Section 67(c)(1)(C), establishes a statewide retirement system for officers and employees of cities that choose to voluntarily participate (Texas Municipal Retirement System (TMRS)). Article 16, Section 67(d), establishes a retirement system for justices, judges, and commissioners of the appellate courts as well as judges of the district and criminal district courts, which is administered by the Board of Trustees of ERS (Judicial Retirement System (JRS)).

The board of trustees of a public retirement system is the fiduciary of the system's trust fund. Fiduciary duty is defined in Article 16, Section 67(a)(3), as exercising the judgment and care under the circumstances then prevailing that persons of ordinary prudence, discretion, and intelligence exercise in management of their own affairs, not in regard to the permanent disposition of their funds, considering the probable income there from as well as the probable safety of their capital.

Article 16, Section 67(c) of the Constitution has two key subsections which provide for the creation of local retirement systems, as well as outline basic fiduciary and governance principles:

- Article 16, Section 67(c)(1)(A), states that the Legislature shall provide by law for the creation by any city or county of a system that benefits for its officers and employees.
- Article 16, Section 67(f), directs the boards of trustees of retirement systems not belonging to a statewide system to hold the assets in trust for the exclusive purpose of providing benefits to the members, defraying reasonable expenses of administering the system, and to adopt sound actuarial assumptions.

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Texas Government Code

Title 8 of the Texas Government Code applies to public retirement systems. [Subtitle A of Title 8](#), Chapters 802 through 810, contain provisions generally applicable to public retirement systems. Statewide retirement systems' governing statutes are contained in Subtitle B through Subtitle H of Title 8. Those subtitles cover the general provisions, membership, creditable service, benefits and administration of the statewide retirement systems.

Local Retirement Systems

There are 17 municipal retirement systems including 14 retirement systems enabled by state statute and three other retirement systems created by city ordinances or city charters. The following are local retirement systems with their own provisions of [Article 6243, Vernon's Civil Statutes](#) (also known as Title 109):

- City of Austin Employees' Retirement System
- Austin Fire Fighters Relief & Retirement Fund
- Austin Police Retirement System
- Dallas Police & Fire Pension System – Combined
- Dallas Police & Fire Pension System – Supplemental
- El Paso Firemen's Pension Fund
- El Paso Policemen's Pension Fund
- Fort Worth Employees' Retirement Fund
- Fort Worth Employees' Retirement Fund Staff Plan
- Galveston Employees' Retirement Plan for Police
- Houston Firefighters' Relief & Retirement Fund
- Houston Municipal Employees Pension System
- Houston Police Officers Pension System
- San Antonio Fire & Police Pension Fund

The three municipal retirement systems created by city ordinances or city charters are: Dallas Employees' Retirement Fund, City of El Paso Employees Retirement Trust, and Galveston Employees' Retirement Fund.

In addition to these systems, the [Texas Local Fire Fighters Retirement Act \(TLFFRA\)](#), Article 6243(e) of Vernon's Civil Statutes, is the governing statute of paid/part-paid, and volunteer fire systems across the state.

Several local retirement systems were created without the specific legislative authority required by the Constitution. Two Attorney General opinions (JM-1068 and JM-1142) determined these local retirement systems were invalid. To resolve this situation, the 72nd Legislature adopted [Chapter 810](#) of the Government Code to authorize all those systems that had been established prior to the Attorney General opinions as well as to provide for subsequent local retirement systems established by local jurisdictions.

Local retirement systems established in Title 109 have their contribution rates, benefit levels, and the composition of their board of trustees set in statute. Certain systems may have authority to make changes locally, either through meet and confer provisions in their statute, or through other procedures outlined in their enabling statute. Local retirement systems established under TLFFRA have the authority to determine member

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TEXAS PENSION REVIEW BOARD

contribution rates, benefit levels, and other plan provisions locally through procedures outlined in TLFRA, however, the composition of TLFRA boards of trustees is set in statute. Sponsoring municipalities of TLFRA systems must meet a statutory minimum contribution rate but may adopt by ordinance a higher contribution rate than set in statute. Local retirement systems established under Chapter 810 of the Government Code have the authority to determine plan provisions locally.

Local retirement systems, except for certain deferred compensation plans, are also subject to Chapter 802 of the Government Code. Subchapter C of Chapter 802 covers the administration of the systems' assets and provides for the following key fiduciary guidelines.²

- The assets held in trust are for the benefit of the members and retirees of the system and their beneficiaries.
- In making and supervising investments, an investment manager or the governing body of the system shall fulfill its duties solely in the interest of the participants and beneficiaries; and with the care, skill, prudence, and diligence under the prevailing circumstances that a prudent person acting in a like capacity would use.

Texas Constitution, Article XVI, Section 66

In 2003, the Texas Constitution was amended to include [Section 66 of Article 16](#), "Protected Benefits under Certain Public Retirement Systems." This section applies only to certain local public retirement systems and does not cover health or life insurance benefits. The key provisions of this section of the Constitution are:

- Local retirement systems covered by this section may not reduce or otherwise impair benefits accrued by a person if the person could have terminated employment or had terminated employment and would have been eligible for those benefits without accumulating additional service under the retirement system.
- Benefits granted to a retiree or other annuitant may not be reduced or otherwise impaired.
- The political subdivision(s) and the retirement system that finance benefits under the retirement systems are jointly responsible for ensuring that benefits under the section are not reduced or impaired and the section does not create a liability or an obligation to a retirement system for a member of the retirement system other than the payment by active members of a required contribution.
- Subsection (b) specifically exempts the San Antonio Fire and Police Pension Fund from the provisions of this section.

Additionally, the section allowed for a one-time opt-out election in May 2004 for any retirement system and the political subdivision that finances benefits under the retirement system. The following cities opted out of the section: Denison, Galveston, Houston, Marshall, McAllen, Paris, Port Arthur, and Sweetwater.

² Local retirement systems created under TLFRA are exempt from Subchapter C of Chapter 802 of the Government Code, except sections 802.205 and 802.207. Section 27(b) of TLFRA provides for similar prudent care language for TLFRA systems.

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TEXAS PENSION REVIEW BOARD

Vernon's Texas Revised Civil Statutes and Government Code

State Laws Governing Statewide Retirement Systems		
System or Issue Governed	Article/Section No.	
Employees Retirement System of Texas	Title 8, Gov. Code, Subtitle B: Ch. 811-815	
Teacher Retirement System of Texas	Title 8, Gov. Code, Subtitle C: Ch. 821-825	
Judicial Retirement System of Texas, Plan Two	Title 8, Gov. Code, Subtitle E: Ch. 836-840	
Texas County and District Retirement System	Title 8, Gov. Code, Subtitle F: Ch. 841-845	
Texas Municipal Retirement System	Title 8, Gov. Code, Subtitle G: Ch. 851-855	
Texas Emergency Services Retirement System	Title 8, Gov. Code, Subtitle H: Ch. 861-865	
State Laws Governing Municipal, Fire Fighter and Police Officer Retirement Systems		
System or Issue Governed	Article/Section No.	Population Bracket
Dallas Police & Fire Pension System	V.T.C.S. 6243a-1	>1,180,000
El Paso Firemen & Policemen’s Pension Fund	6243b	600,000-700,000
Texas Local Fire Fighters Retirement Act (TLFFRA)	6243e	Various
Austin Fire Fighters’ Relief & Retirement Fund	6243e.1	750,000-850,000
Houston Firefighters’ Relief & Retirement Fund	6243e.2(1)	1,600,000
Houston Police Officers’ Pension System	6243g-4	>2,000,000
Houston Municipal Employees Pension System	6243h	>1,500,000
Fort Worth Employees’ Retirement Fund	6243i	>500,000
Austin Employees’ Retirement System	6243n	760,000-860,000
Austin Police Retirement System	6243n-1	750,00-850,000
San Antonio Fire & Police Pension Fund	6243o	1,300,000-1,500,000
Galveston Employees’ Pension Plan for Police	6243p	50,000-400,000
Political Entities, including Municipalities & Other Special Purpose Districts	Title 8, Gov. Code §810	

SUMMARY OF PUBLIC RETIREMENT SYSTEMS IN TEXAS

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TEXAS PENSION REVIEW BOARD

Statewide Systems

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TEXAS PENSION REVIEW BOARD

Employees Retirement System of Texas (ERS)

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution ¹	
							Active	Annuitant	Employee	Employer
8/31/2020	\$43,258.31	\$28,543.21	\$14,715.10	65.98%	7.00%	Infinite	142,062	117,996	9.50%	10.00%

¹Employer contribution represents state contribution at 9.50% and state agency contribution at 0.50%

In November 1946, voters approved an amendment to the Texas Constitution to create a retirement fund for state employees. ERS was officially established by the Legislature in 1947. ERS is responsible for overseeing retirement benefits for elected state officials and state employees. Other programs administered by ERS include the Texas Employees Group Benefits Program (GBP), TexFlex and TexaSaver. In addition, ERS acts as the administrative and investment body for the Law Enforcement and Custodial Officers Supplemental Retirement Fund and the Judicial Retirement System, Plans I and II. All revisions in funding, benefits, membership eligibility, and creditable service under ERS require legislative action.

Governing Statute	Executive Director	Employees Retirement System of Texas Board of Trustees		
Texas Constitution Article XVI, Section 67 Government Code Title 8, Subtitle B Chapters 811-815	Porter Wilson PO Box 13207 Austin, Texas 78711 (877) 275-4377 ers.texas.gov	Name	Position	Term Expires
		I. Craig Hester, Chair	Appointed by Chief Justice	8/31/2022
		Catherine Melvin, Vice Chair	Elected Member	8/31/2023
		Ilesa Daniels	Elected Member	8/31/2021
		Brian Barth	Elected Member	8/31/2025
		James (Jim) Kee, Ph.D.	Appointed by Speaker of the House	8/31/2026

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Judicial Retirement System of Texas Plan Two (JRS II)

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution ¹	
							Active	Annuitant	Employee	Employer
8/31/2020	\$591.23	\$486.80	\$104.43	82.34%	7.00%	Infinite	570	484	9.50%	15.66%

¹Member contributions may cease after 20 years or Rule of 70 with 12 years' service on Appellate Court. The current average member contribution rate is 9.42%

JRS II is a retirement plan for state judges and justices who took office after August 31, 1985. This plan is administered by ERS. All revisions in funding, benefits, membership eligibility, and creditable service under JRS II require legislative action.

Governing Statute	Executive Director	Employees Retirement System of Texas Board of Trustees		
Texas Constitution Article XVI, Section 67 Government Code Title 8, Subtitle E Chapters 836-840	Porter Wilson PO Box 13207 Austin, Texas 78711 (877) 275-4377 ers.texas.gov	Name	Position	Term Expires
		I. Craig Hester, Chair	Appointed by Chief Justice	8/31/2022
		Catherine Melvin, Vice Chair	Elected Member	8/31/2023
		Ilesa Daniels	Elected Member	8/31/2021
		Brian Barth	Elected Member	8/31/2025
		James (Jim) Kee, Ph.D.	Appointed by Speaker of the House	8/31/2026

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Law Enforcement and Custodial Officer Supplemental Retirement Fund (LECOSRF)

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution ¹	
							Active	Annuitant	Employee	Employer
8/31/2020	\$1,609.59	\$968.06	\$641.52	60.14%	7.00%	Infinite	35,230	14,697	0.50%	1.55%

¹Employer contribution represents state contribution at 0.50% and court fee contributions equivalent to 1.05%. Rates are in addition to rates paid for ERS.

LECOSRF was created by the Texas Legislature in 1979. It is a supplemental plan of and administered by ERS. Membership is limited to law enforcement officers who have been commissioned by the Department of Public Safety, Texas Alcoholic Beverage Commission, Parks and Wildlife Department, and those members whose commissions are recognized by the Commission on Law Enforcement Officer Standards and Education. Membership is also provided to custodial officers employed by the Texas Department of Criminal Justice and certified by the department as having direct contact with inmates. The supplemental benefits are available to any employee who completes 20 years of service in an eligible position. All revisions in funding, benefits, membership eligibility, and creditable service under LECOSRF require legislative action.

Governing Statute	Executive Director	Employees Retirement System of Texas Board of Trustees		
Texas Constitution Article XVI, Section 67 Government Code Title 8, Subtitle B Chapters 811-815	Porter Wilson PO Box 13207 Austin, Texas 78711 (877) 275-4377 ers.texas.gov	Name	Position	Term Expires
		I. Craig Hester, Chair	Appointed by Chief Justice	8/31/2022
		Catherine Melvin, Vice Chair	Elected Member	8/31/2023
		Ilesa Daniels	Elected Member	8/31/2021
		Brian Barth	Elected Member	8/31/2025
		James (Jim) Kee, Ph.D.	Appointed by Speaker of the House	8/31/2026

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TEXAS PENSION REVIEW BOARD

Teacher Retirement System of Texas (TRS)

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution ¹	
							Active	Annuitant	Employee	Employer
8/31/2020	\$218,037.58	\$167,432.16	\$50,605.42	76.79%	7.25%	27	914,752	445,274	7.70%	8.57%

¹Contributions were 7.50% for State/Employers, and public education employers contribute an additional 1.60% of the minimum salary schedule. These combined contributions are expected to be 8.51% with an additional 0.06% from contributions on behalf of retired members who have returned to work. This leads to a total employer contribution rate of 8.57%.

In November 1936, voters approved an amendment to the Texas Constitution to create a statewide teacher retirement system. TRS was officially established by the Legislature in 1937. TRS is the large]st public retirement system in Texas, in both membership and assets. The system provides benefits to public school teachers, other public-school employees, and higher education personnel who are not eligible for the Optional Retirement Program (ORP), or who choose not to belong to ORP. Revisions regarding benefits, contributions, and post-retirement adjustments require legislative action.

Governing Statute
Texas Constitution
Article XVI, Section 67
[Government Code Title 8, Subtitle C Chapters 821-825](#)

Executive Director
Brian K. Guthrie
1000 Red River Street
Austin, Texas 78701
(512) 542-6400
www.trs.texas.gov

Teacher Retirement System of Texas Board of Trustees

Name	Position	Term Expires
Jarvis V. Hollingsworth, Chair	Appointed by Governor	8/31/2023
Nanette Sissney, Vice Chair	Active Public Education Position	8/31/2023
Michael Ball	Active Public Education Position	8/31/2025
David Corpus	Appointed by Governor	8/31/2025
John Elliot	Appointed by Governor	8/31/2021
Christopher Moss	Appointed by Governor	8/31/2021
James D. Nance	TRS Retiree	8/31/2023
Robert H. Walls Jr.	Appointed by Governor	8/31/2025

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Optional Retirement Program (ORP)

In 1967, ORP was created as a 403(b) defined contribution plan to serve as an alternative to TRS for full-time faculty, librarians, and certain administrators and professionals employed by Texas public institutions of higher education. ORP is administered by the Texas Higher Education Coordinating Board (THECB). Because their careers normally involve interstate mobility, it was determined that a more portable retirement option would substantially improve higher education institutions' ability to compete for quality employees at the national level. Certain employees of the Texas Higher Education Coordinating Board and the Commissioner of Education are eligible to elect ORP in lieu of ERS. Eligible employees have up to 90 days to make a one-time irrevocable election of ORP. Each institution administers the plan for its employees, including authorization of companies to offer ORP accounts. Participants select a company and direct the allocation of their own investments. Benefits are a result of the amounts contributed and any net return on the investments selected by each participant. Contribution rates are set by the Legislature biennially. Institutions may supplement the state's base rate up to a total employer contribution rate of 8.5%.

Governing Statute

[Government Code
Title 8, Subtitle C
Chapters 830](#)

Statewide Coordinator

Toni Alexander
Texas Higher Education
Coordinating Board
PO Box 12788
Austin, TX 78711
(512) 427-6101

www.highered.texas.gov

Texas Higher Education Coordinating Board

Name	Term Expires
Stuart W. Stedman, Chair	8/31/2021
Fred Farias III, O.D., Vice Chair	8/31/2025
Ricky A. Raven, Secretary	8/31/2021
Cody C. Campbell	8/31/2023
Emma W. Schwartz	8/31/2025
S. Javaid Anwar	8/31/2021
R. Sam Torn	8/31/2025
Levi. D. McClenny	8/31/2021
Donna N. Williams	8/31/2023
Welcome W. Wilson, Jr.	8/31/2023

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TEXAS PENSION REVIEW BOARD

Texas County & District Retirement System (TCDRS)

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period ¹ (years)	Membership		Contribution ²	
							Active	Annuitant	Employee	Employer
12/31/2019	\$36,670.18	\$32,789.74	\$3,880.44	89.42%	8.00%	11.3	142,265	70,852	6.78%	11.88%

¹Amortization period is calculated using system wide aggregate UAAL and payroll amounts.

²The members' contribution rate is set by plan sponsor with a weighted average calculated by the PRB. Employer contribution reflects weighted average.

TCDRS was established in 1967 and provides retirement, disability and survivor benefits to 798 Texas counties and districts, including water, hospital, appraisal and emergency service districts. Although created by the Texas Legislature, TCDSR does not receive funding from the State of Texas. Each plan is funded independently by the county or district, its employees and investment earnings. Plan sponsors (participating counties and districts) are required to pay 100% of their required contribution every year. TCDSR is a savings-based plan where the benefit is based on how much a member has saved over the course of their career and employer matching at retirement.

Governing Statute

[Government Code
Title 8, Subtitle F
Chapters 841-845](#)

Executive Director

Amy Bishop
901 S. MoPac Expy
Barton Oaks Plaza IV
Suite 500
Austin, Texas 78746
(512) 328-8889

www.tcdrs.org

Texas County & District Retirement System Board of Trustees

Name	County	Term Expires
Mary Louise Nicholson, Chair	Tarrant	12/31/2023
Deborah Hunt, Vice Chair	Williamson	12/31/2021
Susan Fletcher	Collin	12/31/2023
Tamberlin R. Biggar	Fannin	12/31/2025
Chris Hill	Collin	12/31/2021
Christopher L. Taylor	Tarrant	12/31/2025
Kara Sands	Nueces	12/31/2023
Holly T. Williamson	Harris	12/31/2025
Chris Davis	Cherokee	12/31/2021

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TEXAS PENSION REVIEW BOARD

Texas Emergency Services Retirement System (TESRS)

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution ¹	
							Active	Annuitant	Employee	Employer
8/31/2020	\$150.44	\$125.37	\$25.07	83.33%	7.50%	19	3,634	3,837	0.00%	Varies

¹TESRS contributions are comprised of two parts paid by local municipalities. Part one varies with a minimum contribution of \$36 per member, per month. Part two does not affect annuities and is adjusted by the state board based on the most recent actuarial valuation, effective for the following two state fiscal years. Members are volunteers and the covered group does not have a payroll.

TESRS was initially created in 1977 by the 65th Legislature as the Statewide Volunteer Fire Fighter's Retirement Act. In 2005, the System was renamed the Texas Emergency Services Retirement System. TESRS was previously administered by the Office of the Fire Fighters' Pension Commissioner. It became a standalone state agency effective September 1, 2013, with the passing of Senate Bill 220. TESRS covers volunteer fire fighters and emergency services personnel in 238 member departments. The system was created as a funded alternative to numerous local volunteer plans operated under the Texas Local Fire Fighters Retirement Act (TLFFRA). The state pays some of the costs of administering this fund and has a statutory obligation to contribute an amount not to exceed 1/3 of fire department contributions to the extent the system needs the funds in order to be actuarially sound.

Governing Statute

[Government Code](#)

[Title 8, Subtitle H](#)

[Chapters 861-865](#)

Executive Director

Shirley Hays (Interim)

PO Box 12577

Austin, Texas 78711

(512) 936-3372

www.tesrs.org

Texas Emergency Services Retirement System Board of Trustees

Name

Virginia "Jenny" Moore, Chair

Pilar Rodriguez, Vice Chair

Courtney Gibson Bechtol

Edward J. Keenan

Rodney Alan Ryalls

Stephanie Lynn Wagner

Jerry Romero

Matt Graves

Nathan Douglas

City

Lake Jackson

Edinburg

Rockport

Houston

Burkburnett

Wimberley

El Paso

Alvin

Seabrook

Term Expires

9/1/2021

9/1/2021

9/1/2021

9/1/2023

9/1/2023

9/1/2023

9/1/2025

9/1/2025

9/1/2025

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TEXAS PENSION REVIEW BOARD

Texas Municipal Retirement System (TMRS)

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period ¹ (years)	Membership		Contribution ²	
							Active	Annuitant	Employee	Employer
12/31/2019	\$35,584.88	\$31,313.81	\$4,271.07	88.00%	6.75%	17.2	114,384	69,625	6.68%	13.70%

¹Amortization period is calculated using system wide aggregate UAAL and payroll amounts.

²The members' contribution rate is set by plan sponsor with a weighted average calculated by the PRB. Employer contribution reflects weighted average.

TMRS was established in 1947 and is an agent multiple-employer retirement system which provides retirement, disability, and survivor benefits for employees of 888 municipalities in the state. Although created by the Texas Legislature, TMRS does not receive funding from the State of Texas. Member municipalities may voluntarily join the system, and municipalities that participate in TMRS have their own retirement plans within the general framework of the TMRS Act. Plan provisions may vary from city to city depending upon the options selected by each individual municipality. Participating municipalities are required to pay 100% of their required contribution every year and may elect to make additional contributions to help offset future adverse experience and/or pay liabilities faster. Municipalities may modify their benefits to meet their individual needs. Each plan in TMRS is funded independently by the municipalities, its employees and investment earnings.

Governing Statute

[Government Code
Title 8, Subtitle G
Chapters 851-855](#)

Executive Director

David Wescoe
PO Box 149153
Austin, Texas 78714
(512) 476-7577

www.tmrs.com

Texas Municipal Retirement System Board of Trustees

Name	City	Term Expires
David Landis, Chair	Perryton	2/1/2021
Jesus A. Garza, Vice Chair	Victoria	2/1/2023
Bill Philibert	Deer Park	2/1/2025
Anali Alanis	Pharr	2/1/2021
Juan Diego Huizar	Pleasanton	2/1/2023
Bob Scott	Carrollton	2/1/2025

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TEXAS PENSION REVIEW BOARD

Municipal Systems

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TEXAS PENSION REVIEW BOARD

City of Austin Employees' Retirement System (COAERS)

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer ¹
12/31/2019	\$4,487.88	\$2,848.95	\$1,638.93	63.48%	7.00%	40	10,149	6,703	8.00%	19.00%

¹ Effective January 1, 2021 the employer contribution increased to 19% from 18%.

COAERS was initially established in 1941 by city ordinance. In 1991, the 72nd Legislature enacted Article 6243n, Vernon's Texas Civil Statutes, establishing the system in statute. COAERS is a single employer contributory defined benefit pension plan providing retirement, disability, and death benefit programs for regular full-time employees of the City of Austin working 30 or more hours per week and their beneficiaries. COAERS does not provide benefits for the mayor, members of the City Council, or commissioned civil service police officers and firefighters.

Governing Statute

[Vernon's Texas Civil Statutes Article 6243n](#)

Executive Director

Christopher Hanson
6850 Austin Center Blvd
Suite 320
Austin, Texas 78731
(512) 458-2551

www.coaers.org

City of Austin Employees' Retirement System Board of Trustees

Name	Position	Term Expires
Chris Noak, Chair	Active Elected Member	12/31/2021
Michael Benson, Vice Chair	Retiree Elected Member	12/31/2024
Leslie Pool	City Council Member	N/A
Diana Thomas	City Appointed Member	N/A
Stephanie Beach	Council Appointed Citizen	12/31/2020
Frank Merriman	Council Appointed Citizen	12/31/2021
Randy Spencer	Board Appointed Citizen	12/31/2021
Brad Sinclair	Active Elected Member	12/31/2023
Amy Hunter	Active Elected Member	12/31/2023
Yuejiao Liu	Active Elected Member	12/31/2021
Anthony B. Ross, Sr.	Retiree Elected Member	12/31/2022

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Austin Fire Fighters Relief & Retirement Fund

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
12/31/2019	\$1,154.37	\$1,001.98	\$152.39	86.80%	7.50%	21.9	1130	854	18.70%	22.05%

The Austin Fire Fighters Relief and Retirement Fund was initially created in 1937 by an Act of the 45th Legislature under the Texas Local Fire Fighters Retirement Act (Article 6243e, Vernon's Texas Civil Statutes). In 1975, the 64th Legislature enacted Article 6243e-1, establishing the Fund independently in statute. The Fund is a single employer contributory defined benefit pension plan that provides retirement, disability, death and survivor benefits to firefighters employed by the City of Austin and their beneficiaries.

Governing Statute

[Vernon's Texas Civil Statutes](#)
[Article 6243e.1](#)

Administrator

William E. Stefka
4101 Parkstone Heights
Dr.
Suite 270
Austin, Texas 78746
(512) 454-9567

www.afrs.org

Austin Fire Fighters Relief & Retirement Fund Board of Trustees

Name	Position	Term Expires
Stephen Adler, Chair	Mayor	N/A
Belinda Weaver	Secretary-Treasurer	N/A
Jeremy Burke	Fund Member	12/31/2022
Doug Fowler	Fund Member	12/31/2023
John Bass	Fund Member	12/31/2021

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Austin Police Retirement System

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
12/31/2019	\$1,459.53	\$852.29	\$607.24	58.40%	7.25%	Infinite	1,872	950	13.00%	21.31%

The Austin Police Retirement System was initially created in 1979 under city ordinance. In 1991, the 72nd Legislature enacted Article 6243n-1, Vernon's Texas Civil Statutes, establishing the system in statute. The System is a single employer contributory defined benefit pension plan providing retirement, death, disability and withdrawal benefits to plan members and their beneficiaries. Members include all cadets upon enrollment in the Austin Police Academy, and commissioned law enforcement officers employed by the City of Austin Police Department, as well as full time employees of the City of Austin Police Retirement System.

Governing Statute

[Vernon's Texas Civil Statutes Article 6243n-1](#)

Executive Director

Pattie Featherston
2520 South IH 35
Suite 100
Austin, Texas 78704
(512) 416-7672

www.ausprs.org

Austin Police Retirement System Board of Trustees

Name	Position	Term Expires
Tyler Link, Chair	Police Member	1/1/2022
Keith Harrison, Vice Chair	Retired Member	1/1/2022
Thomas Hugonnett	Police Member	1/1/2022
Sheldon Askew	Police Member	1/1/2024
Michael Cowden	Police Member	1/1/2024
Nicholas Moore	Police Member	1/1/2024
Carl Zimmerman	Retired Member	1/1/2024
Belinda Weaver	City Member	N/A
Kathie Tovo	City Member	N/A
Ed Van Eenoo	City Member	N/A
Chelsey Wood	Citizen Member	1/1/2024

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Dallas Employees' Retirement Fund

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center .

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
12/31/2019	\$4,863.33	\$3,682.96	\$1,180.37	75.73%	7.25%	65	7,427	7405	13.32%	14.14%

The Dallas Employees' Retirement Fund was established by ordinance in November 1943 and became effective in January 1944 after ratification by the voters of the City of Dallas. The Plan derives its authority from Chapter 40A of the Dallas City Code. The Plan is a single employer defined benefit pension plan that provides retirement, disability, and death benefits to its members, and is sponsored by the City of Dallas. All employees of the City are members in the Plan, except police officers, firefighters, elected officers, non-salaried appointee members of administrative boards or commissions, part-time employees working less than one-half time, temporary employees, individuals working under contract, and individuals whose salaries are paid in part by another government agency.

Governing Statute

[Chapter 40A](#)
[Dallas City Code](#)

Executive Director

Cheryl Alston
1920 McKinney Avenue
10th Floor
Dallas, Texas 75201
(214) 580-7700

www.dallaserf.org

Dallas Employees' Retirement Fund Board of Trustees

Name	Position	Term Expires
Henry Talavera, Chair	Citizen Member	9/30/2021
Lee Kleinman, Vice Chair	Citizen Member	Holdover
Carla D. Brewer	Active Member	Holdover
Sunil King	Active Member	12/31/2021
John W. Peavy III	Citizen Member	9/30/2021
Tina B. Richardson	Active Member	Holdover
Mark S. Swann	Active Member	City Auditor/Ex Officio

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Dallas Police & Fire Pension System (DPFPS)

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
1/1/2020	\$4,723.97	\$2,160.13	\$2,563.85	45.73%	7.00%	55	5,121	5,039	13.50%	40.77%

The Dallas Police & Fire Pension System was initially created in 1916 under city ordinance. In 1933, the 43rd Legislature enacted 6243a, Vernon's Texas Civil Statutes, establishing the System in statute. The System was restated and continued in 1989 by an Act of the 71st Legislature under Article 6243a-1. The System is a single employer contributory defined benefit plan providing retirement, survivor, and disability benefits to the uniformed public safety employees of the City of Dallas and their beneficiaries.

Governing Statute

[Vernon's Texas Civil Statutes Article 6243a-1](#)

Executive Director

Kelly Gottschalk
4100 Harry Hines Blvd
Suite 100
Dallas, Texas 75219
(214) 638-3863

www.dpfps.org

Dallas Police & Fire Pension System Board of Trustees

Name	Position	Term Expires
William Quinn, Chair	Mayor Appointed	8/31/2022
Nicholas Merrick, Vice Chair	Mayor Appointed	8/31/2023
Armando Garza, Deputy Vice Chair	Fire-Elected	8/31/2022
Ken Haben	Police-Elected	8/31/2023
Michael Brown	Mayor Appointed	8/31/2022
Steve Idoux	Mayor Appointed	8/31/2021
Mark Malveaux	Mayor Appointed	8/31/2021
Allen Vaught	Mayor Appointed	8/31/2021
Robert French	Non-Member-Elected	8/31/2022
Gilbert Garcia	Non-Member-Elected	8/31/2022
Tina Hernandez-Patterson	Non-Member-Elected	8/31/2022

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

City of El Paso Employees Retirement Trust (CERT)

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
9/1/2018	\$1,024.38	\$822.93	\$201.45	80.33%	7.50%	14	4,345	3,174	8.95%	14.05%

The City of El Paso Employees Retirement Trust is a single employer defined benefit plan and was established in accordance with authority granted by Chapter 2.64 of the El Paso City Code. The Fund is a component unit of the City of El Paso, Texas. The Fund provides retirement, death and disability benefits to participants and their beneficiaries. Substantially all full-time employees of the City are eligible to participate in the Plan, except for uniformed firefighters and police officers who are covered under separate plans. Non-employer contributions are limited to participating employees of the Fund.

Governing Statute

[Chapter 2.64](#)
[El Paso City Code](#)

Executive Director

Robert B. Ash
1039 Chelsea St.
El Paso, Texas 79903
(915) 212-0112

www.eppension.org

City of El Paso Employees Retirement Trust Board of Trustees

Name	Position	Term Expires
Robert Studer, Chair	Elected City Employee	4/30/2021
Karl Rimkus, Vice Chair	Elected City Employee	4/30/2021
Mario R. Hernandez	Elected City Employee	4/30/2023
Diana Nuñez	Elected City Employee	4/30/2023
Tamara Gladkowski	Citizen Appointed by Mayor	4/30/2021
Matt C. Kerr	Citizen Appointed by Mayor	4/30/2021
Nicholas J. Costanzo	Retiree Representative	4/30/2022
Isabel Salcido	City Council Representative	1/23/2022
Joe Molinar	City Council Representative	1/23/2022

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

El Paso Firemen & Policemen's Pension Fund

Click [here](#) to visit the firemen's and [here](#) to visit the policemen's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Firemen										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
1/1/2020	\$804.95	\$615.42	\$189.53	76.45%	7.75%	26.6	898	790	18.00%	18.50%
Policemen										
1/1/2020	\$1,164.44	\$888.94	\$275.50	76.34%	7.75%	29.9	1,162	1080	18.00%	18.25%

The El Paso Firemen & Policemen's Pension Fund was initially created in 1920. In 1933, the 43rd Legislature enacted Article 6243b, Vernon's Texas Civil Statutes, establishing the Fund in statute. The Fund is a single employer contributory defined benefit plan, providing retirement, disability and death benefits to uniformed public safety employees of the City of El Paso and their beneficiaries. The Fund is comprised of two divisions, a Policemen's Fund and a Firemen's Fund, both managed by a common Board of Trustees and administrative staff.

Governing Statute

[Vernon's Texas Civil Statutes Article 6243b](#)

Executive Director

Tyler Grossman
909 E. San Antonio
El Paso, Texas 79901
(915) 771-8111

www.elpasofireandpolice.org

El Paso Firemen & Policemen's Pension Fund Board of Trustees

Name	Position	Term Expires
J. Sean Shelton, Chair	Active Police	2/1/2021
Paul Thompson, Vice Chair	Active Fire	7/1/2021
Jerry Armendariz	Active Police	7/1/2023
Ricci J. Carson	Active Fire	7/1/2023
John Schneider	Active Police	7/1/2022
Daniel P. Roy	Active Fire	7/1/2021
Susanna Visconti	Mayoral Appointee	7/1/2023
Leila Melendez	Mayoral Appointee	7/1/2021
Lee Ellen Banks	Mayoral Appointee	9/1/2023
William Veliz	City Manager Appointee	9/1/2023
Gary Borsch	City Manager Appointee	9/1/2021

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Fort Worth Employees' Retirement Fund

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
12/31/2019	\$4,586.88	\$2,400.39	\$2,186.49	52.33%	7.00%	43	6,709	4,679	11.09%	24.48%

The Fort Worth Employees' Retirement Fund was initially created in 1945 by city ordinance. In 2007, the 80th Legislature enacted Article 6243i, Vernon's Civil Statutes, establishing the Fund independently in statute. The Fort Worth Employees' Retirement Fund is a multi-employer cost sharing defined benefit pension plan covering all regular employees, police officers and firefighters employed full time by the City of Fort Worth.

Governing Statute

[Vernon's Texas Civil Statutes Article 6243i](#)

Executive Director

Benita Falls Harper
3801 Hulen St, Suite 101
Fort Worth, Texas 76107
(817) 632-8900

www.fwretirement.org

Fort Worth Employees' Retirement Fund Board of Trustees

Name	Position	Term Expires
Todd Cox, Chair	Active Fire	8/31/2022
Kevin Foster, Vice Chair	Retired Police	8/31/2022
Lloyd Cook	Active Police	8/31/2021
Loraine Coleman	Active Municipal	8/31/2021
Andrea Wright	Active Municipal	8/31/2022
Thomas Lewis	Retired Fire	8/31/2021
Marsha Anderson	Retired Municipal	8/31/2021
Jesús Payán	Council Appointee	8/31/2022
Jarod Cox	Council Appointee	8/31/2021
Steve Litke	Council Appointee	8/31/2022
Bryan Barrett	Council Appointee	8/31/2021
Jim Lacamp	Council Appointee	8/31/2022
Reginald Zeno	Chief Financial Officer	N/A

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Galveston Employees' Retirement Fund

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
12/31/2019	\$70.81	\$54.89	\$15.92	77.51%	7.25%	16.5	516	356	6.00%	9.00%

The Galveston Employees' Retirement Plan for City Employees, a component unit of the City of Galveston, is a single employer defined benefit pension plan created by city ordinance under the authority of Title 8, Subchapter A of the Texas Government Code, to provide retirement and incidental benefits for employees of the City who are not participants of the retirement plans for the police department or firefighters. Galveston City Code, Chapter 28.

Governing Statute

Chapter 28
Galveston City Code

Administrator

Jacque Vasquez
1011 Tremont
Galveston, Texas 77550
(409) 443-5006

Galveston Employees' Retirement Fund Board of Trustees

Name	Position	Term Expires
Robert Simmons	Active	4/1/2021
Mike Loftin	Active	3/1/2022
Rodney Low	Active	7/1/2022
Jeff Ammerman	Active	7/1/2022
Don Davison	Citizen	3/1/2022
James Patterson	Citizen	3/1/2022
Lewis Rosen	Citizen	2/1/2023

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Galveston Employees' Retirement Plan for Police

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
1/1/2019	\$57.85	\$19.64	\$38.21	33.95%	7.00%	30	160	143	12.00%	18.00%

The Galveston Employees' Retirement Plan for Police was initially created in 1980 by city ordinance. In 1997, the 75th Legislature enacted Article 6243p, Vernon's Texas Civil Statutes, establishing the Plan independently in statute. City code provisions pertaining to the Plan were replaced with the language from Article 6243p in 1998. The Plan is a single employer contributory defined benefit pension plan covering police officers employed full time by the City of Galveston that provides retirement, disability and death benefits to eligible members and their beneficiaries. Participation is mandatory for eligible employees hired on or after December 1, 1980; eligible employees hired prior to this date were given a onetime option of electing to participate as of December 1, 1980.

Governing Statute

[Vernon's Texas Civil Statutes Article 6243p](#)

Administrator

Jacque Vasquez
1011 Tremont
Galveston, Texas 77550
(409) 443-5006

Galveston Employees' Retirement Plan for Police Board of Trustees

Name	Position	Term Expires
Geoffrey Gainer, Chair	Active	N/A
Mike Loftin	Council Appointment	N/A
Andre Mitchell	Active	12/31/2020
Richard Moore	Citizen	7/31/2020
Daniel Buckley	Active	8/30/2021
Mathew Cauley	Active	9/30/2022
Hal Rochkind	Citizen	9/30/2021
Destin Sims	Active	9/30/2022

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Houston Firefighters' Relief & Retirement Fund

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center .

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
7/1/2019	\$5,057.76	\$4,190.93	\$866.83	82.86%	7.00%	28	3,933	3,345	10.50%	31.89%

The Houston Firefighters' Relief and Retirement Fund was initially created in 1937 under the authority of the Texas Local Fire Fighters' Retirement Act. In 1975, the 64th Legislature enacted Article 6243e.2, Vernon's Texas Civil Statutes, establishing the Fund independently in statute. The Fund was recodified by the 75th Legislature in 1997 under Article 6243e.2(1), Vernon's Texas Civil Statutes. The Fund is a single employer contributory defined benefit pension plan which covers firefighters employed by the City of Houston that provides retirement, disability and death benefits to eligible members and their beneficiaries. Prior to 1988, the City of Houston provided the staff and financing for the daily administration of the Fund; effective July 1, 1988, the Board of Trustees assumed full responsibility for Fund administration.

Governing Statute

[Vernon's Texas Civil Statutes](#)
[Article 6243e.2\(1\)](#)

Executive Director

Ralph D. Marsh
4225 Interwood N Pkwy
Houston, Texas 77032
(281) 372-5100

www.hfrrf.org

Houston Firefighters' Relief & Retirement Fund Board of Trustees

Name	Position	Term Expires
Brett R. Besselman, Chair	Active Firefighter	12/31/2021
Stephen R. Whitehead, Vice Chair	Active Firefighter	12/31/2023
David O. Lantrip	Retired Firefighter	12/31/2021
Pete Ng	Active Firefighter	12/31/2023
David Riegler	Active Firefighter	12/31/2022
Gerald L. Daniels	Active Firefighter	12/31/2022
Earnest W. Wotring	Mayor's Representative	N/A
Arif Rasheed	City Treasurer Designee	N/A
Albertino "Al" Mays	Citizen Member	12/31/2022
Lisa R. Slagle, Secretary	Citizen Member	12/31/2021

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Houston Municipal Employees Pension System (HMEPS)

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution ¹	
							Active	Annuitant	Employee	Employer
7/1/2020	\$5,196.35	\$3,074.34	\$2,122.01	59.20%	7.00%	27	11,594	11,373	5.03%	8.41%

¹Member contributions are split into three groups; group A contributes 8%, Group B contributes 4%, and Group D contributes 3%. City contribution rates are based on a two-part statutory funding requirement consisting of the 2016 UAAL amortized over a closed 30-year period paid on a fixed contribution schedule plus an amount determined in each subsequent Risk Sharing Valuation Study (RSVS) that includes normal cost and amortization of additional gains and losses. As of the 7/1/2020 RSVS city contributions were 8.41% of payroll plus \$138.2 million.

Houston Municipal Employees Pension System was created in 1943 by an act of the 48th Legislature, and codified under Article 6243g, Vernon's Texas Civil Statutes. The System was recodified by the 77th Texas Legislature in 2001 under Article 6243h, Vernon's Texas Civil Statutes. The System is a multiple-employer defined benefit pension plan that provides service retirement, disability retirement and death benefits for all full-time municipal employees, except police officers and firefighters (other than certain police officers in the System as authorized by the Statute), elected City officials, full-time employees of the System, and eligible beneficiaries.

Governing Statute

[Vernon's Texas Civil Statutes](#)
[Article 6243h](#)

Executive Director

David L. Long
1201 Louisiana, Ste 900
Houston, Texas 77002
(713) 595-0100

www.hmeps.org

Houston Municipal Employees Pension System Board of Trustees

Name	Position	Term Expires
Sherry Mose, Chair	Employee Trustee	8/1/2022
Lenard Polk, Vice Chair	Employee Trustee	8/1/2024
Lonnie Vara	Retiree Trustee	8/1/2024
Roderick J. Newman	Retiree Trustee	8/1/2022
Rhonda Smith	Employee Trustee	8/1/2024
Roy W. Sanchez	Employee Trustee	8/1/2022
Barbara Chelette	Board Appointed	7/1/2023
Edward J. Hamb II	Controller Appointee	7/1/2023
David Donnelly	Mayoral Appointee	7/1/2023
Adrian Patterson	City Council Appointee	7/1/2023
Denise Castillo-Rhodes	City Council Appointee	7/1/2023

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Houston Police Officer's Pension System (HPOPS)

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
7/1/2019	\$6,655.14	\$5,434.93	\$1,220.21	81.67%	7.00%	28	5,282	4,494	10.50%	31.84%

Houston Police Officer's Pension System was created in 1947 by an act of the 50th Legislature, and is governed by Article 6243g-4, Vernon's Texas Civil Statutes. The System is a single employer contributory defined benefit pension plan covering police officers employed full time by the City of Houston that provides for service, disability and death benefits for eligible members and their beneficiaries.

Governing Statute

[Vernon's Texas Civil Statutes](#)
[Article 6243g-4](#)

Executive Director

Patrick S. Franey
602 Sawyer St, Suite 300
Houston, Texas 77007
(713) 860-8734

www.hpops.org

Houston Police Officer's Pension System Board of Trustees

Name	Position	Term Expires
Terry A. Bratton, Chair	Retired Police Member	12/31/2020
Dwayne Ready, Vice Chair	Police Member	12/31/2020
D. Trey Coleman, Secretary	Police Member	12/31/2021
George Guerrero	Police Member	12/31/2022
J. Scott Siscoe	Retired Police Member	12/31/2021
Melissa Dubowski	City Treasurer	N/A
Don Sanders	Mayor's Representative	N/A

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

San Antonio Fire & Police Pension Fund

Click [here](#) to visit the plan's page on the Texas Public Pension Data Center.

Summary of Current Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
1/1/2020	\$3,918.52	\$3,434.09	\$484.43	87.64%	7.25%	13.69	4,018	2,858	12.32%	24.64%

The San Antonio Fire and Police Pension Fund was created in 1941 by an act of the 47th Legislature, and is governed by Article 6243o, Vernon's Texas Civil Statutes. The Fund is a single employer contributory defined benefit retirement plan that provides comprehensive retirement, death and disability benefits for the City of San Antonio's police officers, firefighters, retirees and their beneficiaries.

Governing Statute

[Vernon's Texas Civil Statutes Article 6243o](#)

Executive Director

Warren J. Schott
11603 W Coker Loop
San Antonio, Texas 78216
(210) 534-3262

www.safppf.org

San Antonio Fire & police Pension Fund Board of Trustees

Name	Position	Term Expires
Jim Smith, Chair	Active Police Trustee	6/30/2023
Dean R. Pearson, Vice Chair	Active Fire Trustee	6/30/2021
James Foster	Active Police Trustee	6/30/2021
Vance Meade	Active Fire Trustee	6/30/2023
Larry A. Reed	Retired Fire Trustee	6/30/2021
Harry Griffin	Retired Police Trustee	6/30/2023
Justin Rodriguez	Mayoral Designee	6/30/2021
Adriana Rocha Garcia	Councilwoman	6/30/2023
Clayton Perry, Secretary	Councilman	6/30/2021

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Local Firefighter Plans (TLFFRA)

Click [here](#) to visit the TLFFRA page in the Texas Public Pension Data Center.

Summary of Current Aggregate Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
N/A	\$3,321.023	\$2,116.06	\$1,204.96	61.45%	N/A	N/A	5,685	3,981	N/A	N/A

The Texas Local Fire Fighters Retirement Act (TLFFRA) was originally created in 1937 by the 45th Legislature and named the Firemen's Relief and Retirement Fund. In 1989, the Act was restated under [Article 6243e](#) and renamed as the Texas Local Fire Fighters Retirement Act. The Act allows for paid and part-paid fire departments and volunteer fire departments in participating cities to administer their own local retirement systems. The Act provides general guidelines for fund management, including some investment restrictions, but leaves administration, plan design, contributions, and specific investments to each system's local board. Systems operating under TLFFRA are entirely locally funded and each have their own local boards of trustees governed by state statute. The following list includes paid and part-paid TLFFRA retirement systems:

Abilene Firemen's Relief & Retirement Fund	Harlingen Firemen's Relief & Retirement Fund	Port Arthur Firemen's Relief & Retirement Fund
Amarillo Firemen's Relief & Retirement Fund	Irving Firemen's Relief & Retirement Fund	San Angelo Firemen's Relief & Retirement Fund
Atlanta Firemen's Relief & Retirement Fund	Killeen Firemen's Relief & Retirement Fund	San Benito Firemen Relief & Retirement Fund
Beaumont Firemen's Relief & Retirement Fund	Laredo Firefighters Retirement System	Sweetwater Firemen's Relief & Retirement Fund
Big Spring Firemen's Relief & Retirement Fund	Longview Firemen's Relief & Retirement Fund	Temple Firemen's Relief & Retirement Fund
Brownwood Firemen's Relief & Retirement Fund	Lubbock Fire Pension Fund	Texarkana Firemen's Relief & Retirement Fund
Cleburne Firemen's Relief & Retirement Fund	Lufkin Firemen's Relief & Retirement Fund	Texas City Firemen's Relief & Retirement Fund
Conroe Fire Fighters' Retirement Fund	Marshall Firemen's Relief & Retirement Fund	The Woodlands Firefighters' Retirement System
Corpus Christi Fire Fighters' Retirement System	McAllen Firemen's Relief & Retirement Fund	Travis County ESD #6 Firefighter's Relief & Retirement Fund
Corsicana Firemen's Relief & Retirement Fund	Midland Firemen's Relief & Retirement Fund	Tyler Firefighters' Relief & Retirement Fund
Denison Firemen's Relief & Retirement Fund	Odessa Firemen's Relief & Retirement Fund	University Park Firemen's Relief & Retirement Fund
Denton Firemen's Relief & Retirement Fund	Orange Firemen's Relief & Retirement Fund	Waxahachie Firemen's Relief & Retirement Fund
Galveston Firefighter's Relief & Retirement Fund	Paris Firefighters' Relief & Retirement Fund	Weslaco Firemen's Relief & Retirement Fund
Greenville Firemen's Relief & Retirement Fund	Plainview Firemen's Relief & Retirement Fund	Wichita Falls Firemen's Relief & Retirement Fund

2021 GUIDE TO PUBLIC RETIREMENT SYSTEMS IN TEXAS

TEXAS PENSION REVIEW BOARD

Special District/Supplemental Plans (Chapter 810)

Click [here](#) to visit the Special District/Supplemental page in the Texas Public Pension Data Center.

Summary of Current Aggregate Plan Data										
Date of Valuation	Actuarial Accrued Liability (millions)	Actuarial Value of Assets (millions)	Unfunded Actuarial Accrued Liability (millions)	Funded Ratio	Discount Rate	Amortization period (years)	Membership		Contribution	
							Active	Annuitant	Employee	Employer
N/A	\$9,427.03	\$7,100.32	\$2,326.71	82.67%	N/A	N/A	39,912	24,673	N/A	N/A

[Chapter 810](#) of the Government Code was enacted in 1991 by the 72nd Legislature in response to two Attorney General opinions (JM-1068 and JM-1142) determining that several local retirement systems were established lacking appropriate legislative authority and were thus invalid under the Texas Constitution. Chapter 810 authorizes all those systems that had been established prior to the Attorney General opinions and provides authority for subsequent local retirement systems to be established by local jurisdictions. Retirement systems established under Chapter 810 of the Government Code have the authority to determine plan provisions locally. The following list includes actuarially funded retirement systems enabled by Chapter 810:

Arlington Employees Deferred Income Plan	Irving Supplemental Benefit Plan
Brazos River Authority Retirement Plan	JPS Pension Plan - Tarrant County Hospital District
Capital MTA Retirement Plan for Administrative Employees	Lower Colorado River Authority Retirement Plan
Capital MTA Retirement Plan for Bargaining Unit Employees	Nacogdoches County Hospital District Retirement Plan
Colorado River Municipal Water District Defined Benefit Retirement Plan & Trust	Northeast Medical Center Hospital Retirement Plan
Corpus Christi Regional Transportation Authority	Northwest Texas Healthcare System Retirement Plan
CPS Energy Pension Plan	Plano Retirement Security Plan
Dallas County Hospital District Retirement Income Plan	Port of Houston Authority Retirement Plan
Dallas/Fort Worth Airport Board DPS Retirement Plan	Refugio County Memorial Hospital District Retirement Plan
Dallas/Fort Worth Airport Board Retirement Plan	Retirement Plan for Anson General Hospital
DART Employees' Defined Benefit Retirement Plan & Trust	Retirement Plan for Citizens Medical Center
El Paso Firemen & Policemen's Pension Staff Plan and Trust	Retirement Plan for Employees of Brownsville Navigation District
Galveston Wharves Pension Plan	Retirement Plan for Guadalupe Regional Medical Center
Guadalupe-Blanco River Authority	Retirement Plan for Sweeny Community Hospital
Harris County Hospital District Pension Plan	San Antonio Metropolitan Transit Retirement Plan
Houston MTA Non-Union Pension Plan	University Health System Pension Plan
Houston MTA Workers Union Pension Plan	

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ABOUT THE TEXAS PENSION REVIEW BOARD (PRB)

The Texas Pension Review Board (the "Board" or "PRB") was established in 1979 as an oversight agency for Texas public retirement systems. The PRB's service population consists of the members, trustees, and administrators of 347 public retirement plans; state and local government officials; and the general public.

The PRB monitors the financial and actuarial soundness of 100 actuarially funded defined benefit public retirement systems in Texas, as well as their compliance with state law. As of the most recent reports the PRB has on file, these retirement systems had approximately \$301 billion in total net assets and over 2.95 million members. The agency also tracks 247 defined contribution and pay-as-you-go volunteer firefighter systems across the state. These retirement systems are only required to register with the PRB and submit plan description information.

Board Composition

The Board is composed of seven governor-appointed members, including: three persons who have experience in the fields of securities investment, pension administration, or pension law and are not members or retirees of a public retirement system; one active public retirement system member; one retired member of a public retirement system; one person who has experience in the field of governmental finance; and one member who is an actuary.

Primary Duties

The general duties of the PRB outlined in Chapter 801 of the Government Code are to (1) conduct a continuing review of public retirement systems, including compiling and comparing information about benefits, creditable service, financing, and the administration of systems; (2) conduct intensive studies of potential or existing problems that threaten the actuarial soundness of public retirement systems; (3) provide educational services to the trustees and system administrators of Texas public retirement systems; (4) provide information and technical assistance on pension planning to public retirement systems on request; (5) recommend policies, practices, and legislation to public retirement systems and appropriate governmental entities; and (6) prepare actuarial impact studies on proposed legislation. The Board can furnish other appropriate services such as actuarial studies or other requirements of systems and can establish appropriate fees for these activities and services.

Actuarial Impact Statements

During legislative sessions, the agency is required to prepare and provide an actuarial impact statement that analyzes the economic or financial impact of a proposed pension bill on the retirement system affected by the bill. Changes to pension systems often create financial commitments that extend far into the future. By addressing the actuarial impact of certain proposed changes, the PRB provides the Legislature with information that assists in managing pension costs.

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When a bill with a potential cost effect on a retirement system is scheduled for committee hearing, the PRB obtains an actuarial analysis of the legislation from the actuary who represents the retirement system targeted by the bill. The analysis is reviewed by the PRB's staff actuary, providing a "second opinion" on any costs associated with the bill. These two documents—the system's actuarial analysis and the PRB's actuarial review—are summarized in an actuarial impact statement prepared by staff and submitted to the Legislative Budget Board (LBB). The LBB publishes the final actuarial impact statement, which is attached to the bill in committee and stays with the bill throughout the legislative process. If a bill is subsequently amended or substituted so that its actuarial effect is changed, another impact statement is usually prepared.

PRB Pension Funding Guidelines

Actuarial assumptions and methodologies are used to determine the proper funding policy for public pension plans. Actuaries include plan participant demographics, benefit obligations, and economic forecast assumptions to calculate the periodic contributions necessary to ensure the long-term financial viability of pension plans; and to estimate the impact that potential plan changes will have on their financial position.

To lend transparency to retirement systems' actuarial processes and to establish minimum funding standards necessary to meet long-term obligations, the PRB created the *Guidelines for Actuarial Soundness (Guidelines)* in 1984. Since the original adoption of the Guidelines, the PRB has reviewed and updated them as necessary, with the latest update adopted January 26, 2017, which went into effect on June 30, 2017. The new *Guidelines* include a preamble stating the purpose of the policy document and a change of the title to *PRB Pension Funding Guidelines*, the document can be viewed [here](#). The updated *Guidelines* are as follows:

The purpose of the Pension Review Board's *Pension Funding Guidelines* is to provide guidance to public retirement systems and their sponsoring governmental entities in meeting their long-term pension obligations. The Guidelines are intended to foster communication between plans and their sponsors as they determine a reasonable approach to responsible funding, whether the contribution rate is fixed or actuarially determined.

Public retirement systems should develop a funding policy, the primary objective of which is to fund the obligations over a time frame that ensures benefit security while balancing the additional, and sometimes competing, goals of intergenerational equity and a stable contribution rate.

1. The funding of a pension plan should reflect all plan obligations and assets.
2. The allocation of the normal cost portion of the contributions should be level or declining as a percentage of payroll over all generations of taxpayers and should be calculated under applicable actuarial standards.
3. Funding of the unfunded actuarial accrued liability should be level or declining as a percentage of payroll over the amortization period.
4. Actual contributions made to the plan should be sufficient to cover the normal cost and to amortize the unfunded actuarial accrued liability over as brief a period as possible, but not to exceed 30 years, with 10 - 25 years being the preferable target range.* For plans that use multiple amortization layers, the weighted average of all amortization periods should not exceed 30 years.* Benefit increases should not

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be adopted if all plan changes being considered cause a material increase in the amortization period and if the resulting amortization period exceeds 25 years.

5. The choice of assumptions should be reasonable and should comply with applicable actuarial standards.
6. Retirement systems should monitor, review, and report the impact of actual plan experience on actuarial assumptions at least once every five years.

*Plans with amortization periods that exceed 30 years as of 06/30/2017 should seek to reduce their amortization period to 30 years or less as soon as practicable, but not later than 06/30/2025.

PRB Principles of Retirement Plan Design

At its August 11, 2017 meeting, the PRB established the PRB Advisory Committee on Principles of Retirement Plan Design to develop a document to guide and inform public retirement systems and their associated governmental entities on how to structure retirement plans. The PRB received comments and feedback on the draft *Principles of Retirement Plan Design (Principles)* from plans, their actuaries, and the public. The Committee incorporated changes into the document, agreed on a draft for recommendation to the full Board, and the Board adopted the *Principles* on June 14, 2018 (view document [here](#)). The *Principles* are presented below:

The Pension Review Board (PRB) recognizes that offering a sustainable, secure retirement benefit is vital to achieving the objectives of multiple public-sector stakeholders including employers, employees, retirees, beneficiaries, and taxpayers, and that benefits should be protected through sound plan design and adequate funding. Therefore, the PRB intends for these Principles to guide and inform public retirement systems and their associated governmental entities on how to structure retirement plans.

Because:

- state and local government is a major employer in Texas;
- the state and its many political subdivisions—counties, cities, school districts, special districts, and others—rely on employees to deliver essential public services, including teaching at public schools; protecting public health and safety; planning, building, and maintaining transportation, utility and other infrastructure, parks and recreational facilities; protecting vulnerable individuals, including children, the elderly, and those with developmental disabilities; and protecting the state’s natural resources;
- employee compensation is a vital component in the ability of the state and its political subdivisions to attract qualified workers to perform public services and to keep those workers employed as long as they continue to add value to their employer and to the public;
- a retirement benefit is a critical element of employee compensation, serving as an important tool in the ability of employers to recruit and retain qualified and experienced employees; and

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- the design and prudent financial management of the retirement benefit provided to public employees can significantly affect the ability of employers to attract and retain employees and maintain budgetary stability while providing essential public services;

The PRB supports the following Principles of Retirement Plan Design for public retirement systems in Texas:

1. Public employers should offer a retirement benefit, and participation in the employer-sponsored primary retirement plan should be mandatory.
2. Contributions to retirement plans should be consistent with the PRB *Pension Funding Guidelines*.
3. Employers and employees should share the cost of the benefit.
4. Retirement plan vesting should occur over a short period, preferably five years or less.
5. Benefits should be designed to place employees on the path to financial security in retirement in consideration of participation or nonparticipation in Social Security.
6. A primary retirement plan should require annuitization of a substantial portion of retirement benefits.
7. In the absence of an immediate and heavy financial need, a retirement benefit should be used only for retirement.
8. Retirement benefits should be protected against the erosion of the benefit's value due to inflation; such benefits should not exceed actual inflation and should be funded in accordance with the Pension Review Board's *Pension Funding Guidelines*.
9. Employers should provide death and disability benefits.
10. Employers are encouraged to offer plans that are supplemental to the primary retirement plan.
11. Retirement plan governance should represent the interests of all stakeholders, respect fiduciary standards, and be transparent and publicly accountable.
12. Retirement plan assets should be pooled and professionally invested according to prudent investor standards, giving careful consideration to cost.

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APPENDICES

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Appendix A – Pension Obligation Bonds Issued and Outstanding as of 8/31/2020*

Govt Name	Issue Name	Closing Date	Maturity Date	Par Amount Issued	Principal Outstanding	Percent Outstanding	Interest Outstanding	True Interest Cost
Dallas	Txbl GO Pension Bonds Ser 2005A	2/16/2005	2/15/2035	\$186,575,000	\$110,345,000	59%	\$31,245,458	4.98%
Dallas	Txbl GO Pension Bonds Ser 2005B	2/16/2005	2/15/2035	\$137,772,609	\$45,315,416	33%	\$463,049,584	5.32%
Dallas	Txbl GO Pension Bonds Ser 2005C ¹	2/16/2005	2/15/2024	\$75,000,000	\$0	0%	\$0	5.99%
Dallas	GO Ref Bonds Txbl Ser 2010	11/18/2010	2/15/2024	\$77,670,000	\$75,825,000	98%	\$10,378,804	4.58%
				\$477,017,609	\$231,485,416		\$504,673,846	
El Paso	Txbl GO Pension Bonds Ser 2007	7/19/2007	8/15/2035	\$101,240,000	\$75,470,000	75%	\$41,151,859	5.98%
El Paso	Txbl GO Pension Bonds Ser 2009 ²	6/25/2009	8/15/2014	\$111,545,000	\$0	0%	\$0	3.60%
El Paso	GO Ref Bonds Txbl Ser 2014	1/16/2014	8/15/2034	\$110,610,000	\$85,320,000	77%	\$36,145,773	2.53%
				\$323,395,000	\$160,790,000		\$77,297,632	
Gainesville Hos. Dist.	Ltd Tax Ref Bonds Txbl Ser 2017B (VR) ³	12/22/2017	8/15/2037	\$14,210,000	\$0	0%	\$0	13.24%
Gainesville Hos. Dist.	Ltd Tax Ref Bonds Txbl Ser 2018A ^a	12/20/2018	8/15/2037	\$41,265,000	\$38,865,000	94%	\$22,777,895	5.64%
				\$55,475,000	\$38,865,000		\$22,777,895	
Houston	Txbl Pension Oblig Notes Ser 2004 ⁴	12/17/2004	2/15/2006	\$22,900,000	\$0	0%	\$0	4.35%
Houston	Txbl GO Pension Bonds Ser 2005 ^b	3/30/2005	3/1/2035	\$57,165,000	\$57,165,000	100%	\$35,938,346	5.30%
Houston	Txbl Pension Oblig Bonds Ser 2006A	3/29/2006	3/1/2036	\$63,740,000	\$63,740,000	100%	\$47,536,243	5.51%
Houston	Txbl Pension Oblig Bonds Ser 2007A	3/1/2007	3/1/2037	\$63,800,000	\$63,800,000	100%	\$56,659,001	5.54%
Houston	Txbl Pension Oblig Notes Ser 2008 ⁵	2/15/2008	2/18/2009	\$35,050,000	\$0	0%	\$0	3.32%
Houston	Txbl Pension Oblig Bonds Ser 2008B	1/8/2009	3/1/2032	\$20,190,000	\$17,425,000	86%	\$7,926,029	6.29%
Houston	Txbl Pension Oblig Ref Bonds Ser 2008A ^c	1/8/2009	3/1/2032	\$382,630,000	\$324,260,000	85%	\$145,646,837	6.29%
Houston	Txbl Pension Oblig Notes Ser 2010 (VR) ⁶	5/21/2010	11/16/2011	\$20,100,000	\$0	0%	\$0	N/A
Houston	Txbl Pub Impr Ref Bonds Ser 2011B ^d	10/27/2011	3/1/2041	\$47,010,000	\$45,075,000	96%	\$21,895,248	4.00%
Houston	Txbl Pension Obligation Bonds Ser 2017	12/15/2017	3/1/2047	\$1,005,145,000	\$970,345,000	97%	\$727,025,874	3.93%
				\$1,717,730,000	\$1,541,810,000		\$1,042,627,578	
Note: Totals may not sum due to rounding								
¹ Refunded by GO Ref Bonds Txbl Ser 2010				\$2,573,617,609	\$1,972,950,416		\$1,647,376,951	
² Refunded by GO Ref Bonds Txbl Ser 2014								
³ Refunded by Ltd Tax Ref Bonds Txbl Ser 2018A								
⁴ Refunded by Txbl GO Pension Bonds Ser 2005								
⁵ Refunded by Txbl Pension Oblig Ref Bonds Ser 2008A								
⁶ Refunded by Txbl Pub Impr Ref Bonds Ser 2011B								
^a Refunded multiple issuances, only 34.44% of which were pension related								
^b Refunded Txbl Pension Oblig Notes Ser 2004 & added new pension debt								
^c Refunded Txbl Pension Oblig Notes Ser 2008, Collateralized Pension Oblig Note Ser 2004 & related Deferred Interest Certificates								
^d Refunded multiple issuances, only 44.16% of which were pension related								

*As provided by the Bond Review Board

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Appendix B – DROP Balance as a Percentage of Assets

This table shows the retirement systems that the PRB has identified as having a deferred retirement option plan (DROP), along with a corresponding DROP balance, as reported by systems in their GASB disclosures. This table also includes the plan's fiduciary net position (FNP), as reported by the plan, and the DROP balance as a percent of the FNP, which is calculated by the PRB.

Plan Name	Effective Date	DROP Balance (millions)	Fiduciary Net Position (FNP)	DROP Balance as a Percent of FNP
Abilene Firemen's Relief & Retirement Fund	9/30/2018	\$0.00	\$57.13	0%
Austin Fire Fighters Relief & Retirement Fund	12/31/2019	\$115.35	\$1,029.89	11.20%
Austin Police Retirement System	12/31/2019	\$43.47	\$857.84	5.07%
Beaumont Firemen's Relief & Retirement Fund	12/31/2019	\$41.56	\$120.73	34.42%
Big Spring Firemen's Relief & Retirement Fund	12/31/2017	\$0.00	\$11.68	0%
Cleburne Firemen's Relief & Retirement Fund	12/31/2018	\$0.02	\$19.36	0.08%
Conroe Fire Fighters' Retirement Fund	12/31/2019	\$2.02	\$29.56	6.83%
Dallas County Hospital District Retirement Income Plan	12/31/2019	\$0.00	\$1,173.30	0%
Dallas Police & Fire Pension System-Combined Plan	12/31/2018	\$193.93	\$2,041.91	9.50%
Dallas Police & Fire Pension System-Supplemental	12/31/2018	\$0.18	\$18.32	0.96%
El Paso Firemen's Pension Fund ¹	12/31/2019	\$12.11	\$645.01	0%
El Paso Police Pension Fund ¹	12/31/2019	\$28.12	\$935.19	0%
Fort Worth Employees' Retirement Fund	9/30/2019	\$119.10	\$2,312.86	5.15%
Fort Worth Employees' Retirement Fund Staff Plan	9/30/2019	\$0.00	\$5.46	0%
Harlingen Firemen's Relief & Retirement Fund	9/30/2019	\$0.82	\$33.71	2.45%
Houston Firefighters' Relief & Retirement Fund	6/30/2019	\$1,271.95	\$4,237.69	30.02%
Houston Municipal Employees Pension System	6/30/2019	\$621.50	\$3,101.00	20.04%
Houston Police Officers' Pension System	6/30/2019	\$1,920.52	\$5,674.65	33.84%
Irving Firemen's Relief & Retirement Fund	12/31/2018	\$52.78	\$195.30	27.02%
Longview Firemen's Relief & Retirement Fund	12/31/2017	\$0.00	\$44.35	0%
Lufkin Firemen's Relief & Retirement Fund	12/31/2019	\$0.80	\$18.98	4.20%
Marshall Firemen's Relief & Retirement Fund	12/31/2019	\$0.00	\$8.27	0%
Midland Firemen's Relief & Retirement Fund	12/31/2019	\$0.51	\$84.85	0.60%
Odessa Firemen's Relief & Retirement Fund	12/31/2019	\$1.97	\$44.79	4.40%
Orange Firemen's Relief & Retirement Fund	12/31/2019	\$0.00	\$8.94	0%
San Angelo Firemen's Relief & Retirement Fund	12/31/2018	\$0.00	\$61.21	0%
Teacher Retirement System of Texas	8/31/2019	\$4.15	\$157,978.20	0%
The Woodlands Firefighters' Retirement System	12/31/2019	\$0.00	\$42.32	0%

¹The Plan has a Forward DROP, but balances are excluded from reported FNP.

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Appendix C – Legislation Relating to Public Retirement Systems Adopted by the 86th Legislature

Teacher Retirement System (TRS)

SB 500 (Supplemental Appropriations Act) – Additional Appropriations to TRS (Nelson)

Signed by the Governor 6/6/2019. Sections 83 and 84 (affecting TRS) became effective immediately.

The bill provides additional State contributions to TRS from the Economic Stabilization Fund (ESF) to pay for the costs associated with SB 12 and HB 3 for the state fiscal biennium ending August 31, 2021. The bill adds additional appropriations of \$263 million for the fiscal year ending August 31, 2020 and \$261 million for the fiscal year ending August 31, 2021.

In addition, the bill provides a supplemental appropriation to TRS of \$589 million from the ESF for the two-year period beginning on the effective date of the bill to provide a one-time additional payment to certain annuitants if TRS meets its statutory requirement of actuarial soundness.

SB 12 – Increasing Contributions to TRS (Huffman)

Signed by the Governor on 6/10/2019 and became effective immediately.

Contributions: The bill increases the annual base employer contribution, supplemental employer contribution (for districts that do not participate in Social Security) and member contribution rates over the 2020-2025 fiscal years according to the table:

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025+
Employer	6.80%	7.50%	7.50%	7.75%	8.00%	8.25%	8.25%
Non-Social Security Employer	1.50%	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%
Member	7.70%	7.70%	7.70%	8.00%	8.00%	8.25%	8.25%

13th Check: A one-time 13th check will be provided to certain annuitants, **capped at \$2,000**. Retirees will receive the lesser amount of the amount of their monthly annuity check or \$2,000 (paid for from the ESF as appropriated by SB 500).

HB 3 - Public School Finance (Huberty)

Signed by the Governor on 6/12/2019 and became effective immediately.

This is the House's education bill encompassing several public school finance elements (allocating money to school based on attendance, etc.). **The bill provides pay raises to classroom teachers, librarians, school counselors, and nurses beginning in the 2019-2020 school year.** The bill

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Teacher Retirement System (TRS)

[HB 3 - Public School Finance \(Huberty\), continued](#)

does not explicitly change the benefit provisions of TRS, but the benefits paid from and contributions paid into TRS are based on the salaries of the individual members, and thus a significant change to the salary levels will have an impact on the financial position of TRS over the short term. Increased member contributions will slightly offset the impact of the increased liability.

[HB 1612 – TRS Investments in Certain Hedge Funds \(Murphy\)](#)

Signed by the Governor on 6/10/2019 and became effective immediately.

The bill raises the cap for investments in hedge funds from 5% of the value of the total investment portfolio to **no more than 10%**.

[HB 2629 – Deadlines to Appeal Administrative Decisions of TRS \(Flynn\)](#)

Signed by the Governor on 6/10/2019 and will become effective 9/1/2019.

The bill requires TRS to adhere to the same timeline when issuing a decision on an appeal that it requires of its members when dealing with hearings and appeals related to benefits. The bill requires the TRS board to adopt rules establishing deadlines for filing an appeal that give a member or retiree the same amount of time to file an appeal as TRS has to issue their decision.

[HB 2820 – The Regulation of 403\(b\) Investments Available to Public School Employees \(Flynn\)](#)

Signed by the Governor on 5/24/2019 and will become effective 9/1/2019.

This bill eliminates dual regulation being conducted by TRS and other agencies by removing TRS's 403(b) product regulation responsibility.

[SB 619 – Texas Retirement System Sunset Date Change \(Birdwell, Buckingham, Hall, Nichols and Watson\)](#)

Signed by the Governor on 6/10/2019 and became effective immediately.

TRS will be subject to Sunset review in 2021 (previously 2025). **TESRS** will be subject to Sunset review in 2029 (previously 2025).

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Employees Retirement System (ERS)

[SB 346 – Court Fees Allocated to LECOS \(Zaffirini\)](#)

Filed without the Governor's Signature and will become effective 1/1/2020.

This bill reallocates court fees to several organizations. The bill amends Local Government Code Section 133.102 to change court costs for various levels of convictions and reallocate the proceeds among several state agencies. The bill also reduces the minimum percentage that could be allocated to LECOSRF, a supplemental plan of the Employees Retirement System (ERS), from 11.1426% to 7.2674%.

[HB 3522 – Death Benefits Payable by ERS \(Murphy\)](#)

Signed by the Governor on 6/14/2019 and will become effective September 1, 2019, except Sections 1 and 2 will take effect January 1, 2020.

This bill allows for a beneficiary receiving a member or retiree death benefit from ERS to assign part or all of the benefit to a funeral director or funeral establishment for services provided in connection with the member's or retiree's death.

[SB 1598 – Hazardous Duty Pay for Texas Military Department Security Officers \(Hall\)](#)

Signed by the Governor on 05/20/2019 and will become effective 9/1/2019.

The bill amends Section 659.301 of the Texas Government Code to include security officers of the Texas Military Department among the state employees eligible to receive hazardous duty pay. Allowing the Texas Military Department's security officers to receive hazardous duty pay could affect their retirement benefit because the new pay is considered compensation for benefit calculation purposes.

Judicial Retirement System I (JRS I), Judicial Retirement System II (JRS II) and ERS Elected Class

[HB 2384 – JRS I/II/ERS Elected Class Salary Restructure \(Leach\)](#)

Signed by the Governor 6/14/2019 and will become effective 9/1/2019.

The bill establishes a tiered service- and position-based salary structure for judges and tie the salaries of district attorneys to this structure.

JRS I: The bill amends the JRS I governing statute to base the calculation of future retirement benefits on 120% of the State base salary.

JRS II: For JRS II, members who retire on or after the effective date of the bill will have their pension calculated using the salary structure at the time the judge retires. No future adjustments to the annuity will be made once the judge retires. The bill increases JRS II active member contributions from 7.5% to 9.5% of pay for service after September 1, 2019.

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Judicial Retirement System I (JRS I), Judicial Retirement System II (JRS II) and ERS Elected Class

[HB 2384 – JRS I/II/ERS Elected Class Salary Restructure \(Leach\), continued](#)

ERS Elected Class: The bill amends ERS retirement benefits for elected class so that their pensions are based on the restructured definition of the base salary of a district court judge.

TCDRS: The bill increases the salary of a very small number of county judges.

Texas Municipal Retirement System (TMRS)

[SB 1337 – TMRS Omnibus Bill \(Huffman\)](#)

Signed by the Governor on 6/14/2019 and will become effective 1/1/2020.

The bill makes several updates to the TMRS governing statute relating to credit in, benefits from, and administration of TMRS. Three main changes could potentially impact the actuarial results of the System:

Amortization periods. The bill clarifies that the maximum amortization period for a city's actuarial accrued liability is 30 years in all cases, while adding language to clarify the Board's authority concerning setting the actual funding policy.

Prior Service Credit (PSC). The bill decreases the minimum allowable PSC to 0% (from the current 10%) in certain situations and eliminates use of PSC in the ongoing Update Service Credit calculation for TMRS members receiving the 0% PSC.

Occupational Disability. The bill updates provisions relating to post-disability evaluations, most specifically removing any earnings tests.

Texas Emergency Services Retirement System (TESRS)

[HB 3247 – TESRS Omnibus Bill \(Martinez\)](#)

Signed by the Governor on 6/14/2019 and will become effective 9/1/19.

In addition to making various administrative changes, the bill broadens the definition of "participating department" to include not-for-profit entities that perform emergency services and expands the definition of eligible members to include any person who performs emergency or support services as a volunteer or paid emergency employee for a participating department.

The bill also permits the TESRS Board of Trustees to adopt rules allowing a participating department to terminate participation from the System in "a manner that maintains an actuarially sound pension system."

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Texas Emergency Services Retirement System (TESRS)

[SB 619 – Texas Retirement System Sunset Date Change \(Birdwell, Buckingham, Hall, Nichols and Watson\)](#)

Signed by the Governor on 6/10/2019 and became effective immediately.

TRS will be subject to Sunset review in 2021 (previously 2025). **TESRS** will be subject to Sunset review in 2029 (previously 2025).

Galveston Police Retirement System

[HB 2763 - Galveston Police Retirement System \(Flynn\)](#)

Signed by the Governor on 6/14/2019 and became effective immediately.

Return Assumption. The Plan's assumed rate of return is set at 7% to be used in preparation of any actuarial valuation conducted on or after September 1, 2019 and before January 1, 2020. All subsequent rates of return adopted by the board shall be reviewed as part of each annual valuation.

Contributions. Employee contributions are set at a rate of 12% of pay, which reflects their current contribution rate, through 2024 but could be modified after 2025.

The City contribution is set to 18% of pay through 2024 but could be modified after 2025. The City contribution must be made not later than the 15th business day following the beginning of the City's fiscal year (October 1). Not later than December 31, the City is required to calculate the difference, if any, between actual payroll for the previous fiscal year, and the assumed payroll used to determine the amount the City contributed to the Plan, and contribute to the Plan the calculated difference multiplied by the City's contribution rate.

Funding Policy. The bill adds a funding mechanism to determine future contribution rates according to an actuarially determined contribution rate (ADCR). Beginning January 1, 2025, if the actuarial valuation recommended an ADCR that exceeded the aggregate (employee and City) contribution rate, the excess contribution will be split equally as a percentage of pay between the City and employee contribution rates. The ADCR is defined as a 30-year closed, layered amortization period. Modification of benefits, member qualifications, benefit eligibility requirements, and contribution rates requires approval of six trustees. The board will not be able to lower or remove contributions and/or increase or add new benefits if, as a result, the amortization period of the Plan would be increased to a period that exceed 25 years. The board of trustees will not be able to modify the contribution rates set in statute before January 2025.

Governance. The bill increases the Plan's board composition to eight members, including the president of the municipality's police association (or the president's designee), three trustees elected by members of the Plan and four designated by various representatives of the City. The bill adds qualifications for trustees, which will require trustees to have financial, accounting, business, investment, budgeting, or actuarial experience; a bachelor's degree from an accredited institution of higher education; or be vetted to verify they are capable of performing the

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[HB 2763 - Galveston Police Retirement System \(Flynn\), continued](#)

duties of a trustee. The trustees are required to undergo training in the laws governing the Plan's operations; the programs, functions, rules, and budget of the Plan; the scope and limitations on the rulemaking authority of the board; the results of the Plan's most recent actuarial valuation; and the laws applicable to a trustee in performing their duties.

General Pension Bills

[SB 322 – Investment Performance Evaluations/Fee Disclosures \(Huffman\)](#)

Signed by the Governor on 6/10/2019 and became effective immediately.

Fee Disclosure

Public retirement systems are required to include in their annual financial report all direct and indirect commissions and fees paid by the retirement system for the sale, purchase, or management of the system's assets and to provide the names of the investment managers engaged by the retirement system.

Investment Practices and Performance Report

A public retirement system shall select an independent firm to evaluate the appropriateness, adequacy, and effectiveness of the retirement system's investment practices and performance and to make recommendations for improving the retirement system's investment policies, procedures, and practices.

Each evaluation must include:

- an analysis of any investment policy or strategic investment plan;
- a detailed review of the retirement system's asset allocation;
- a review of the appropriateness of investment fees and commissions paid by the retirement system;
- a review of the retirement system's governance processes related to investment activities; and
- a review of the retirement system's investment manager selection and monitoring process.

In selecting an independent firm to conduct the evaluation, a public retirement system may select a firm regardless of whether the firm has an existing relationship with the retirement system and **may not** select a firm that directly or indirectly manages investments of the system.

Systems >= \$100M in assets must conduct investment performance evaluations once **every 3 years**.

Systems >= \$30M in assets must conduct investment performance evaluations once **every 6 years**.

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[SB 322 – Investment Performance Evaluations/Fee Disclosures \(Huffman\), continued](#)

Systems < \$30M in assets are not required to conduct these evaluations.

A report of the first evaluation must be filed with the governing body of the system not later than **May 1, 2020. The report is due to the PRB 31 days after the date the governing body of a public retirement system receives it.** The PRB will compile and summarize the reports and submit the information to the legislature in the agency's Biennial Report (due in November each even-numbered year).

The bill allows TRS to use this evaluation to satisfy the investment reporting requirements in its statute. It also allows Houston systems to submit the investment evaluations that are required in their own statutes to satisfy this requirement.

[SB 1570 – Corrections Employees – Loss of Retirement \(Flores\)](#)

Signed by the Governor on 6/10/2019 and became effective immediately.

The bill adds Section 810.004 to the Texas Government Code to make certain corrections employees ineligible for a service retirement annuity if they are convicted of a qualified felony arising directly from the member's service. A qualified felony is defined as any felony involving an incarcerated member of a criminal street gang.

[SB 2224 – Requiring Systems to Adopt Funding Policies \(Huffman\)](#)

Signed by the Governor on 6/4/2019 and will become effective on 9/1/2019.

All public retirement systems are required to adopt a funding policy by January 1, 2020 and submit a copy to their sponsor and the PRB. The funding policy must detail how the system intends to achieve or exceed a 100% funding ratio. There is no fiscal impact to the PRB.

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TEXAS PENSION REVIEW BOARD

Appendix D – Directory of Actuarially Funded Defined Benefit Plans in Texas

Abilene Firemen's Relief & Retirement Fund

Rodney Goodman
102 Cedar St. Suite 100
Abilene TX 79601
(325) 665-8447

Amarillo Firemen's Relief & Retirement Fund

Debbie Reid
PO Box 1971
Amarillo TX 79105
(806) 378-4209

Arlington Employees Deferred Income Plan

Robert Warren
PO Box 90231
Arlington TX 76004
(817) 459-6844

Atlanta Firemen's Relief & Retirement Fund

Ricky Draper
PO Box 1030
Atlanta TX 75551
(903) 796-2303

Austin Employees' Retirement System

Christopher Hanson
6850 Austin Center Blvd. Suite 320
Austin TX 78731
(512) 458-2551

Austin Fire Fighters Relief & Retirement Fund

William Stefka
4101 Parkstone Heights Dr Ste 270
Austin TX 78746
(512) 454-9567

Austin Police Retirement System

Pattie Featherston
2520 S IH 35 Ste 100
Austin TX 78704
(512) 416-7672

Beaumont Firemen's Relief & Retirement Fund

Joni Hanley
1515 Cornerstone Ct
Beaumont TX 77706
(409) 866-1526

Big Spring Firemen's Relief & Retirement Fund

Thomas Ferguson
310 Nolan St
Big Spring TX 79720
(432) 263-4036

Brazos River Authority Retirement Plan

David Thompson
PO Box 7555
Waco TX 76714
(254) 761-3100

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Brownwood Firemen's Relief & Retirement Fund

Walter Middleton
PO Box 1389
Brownwood TX 76804
(325) 646-5775

Capital MTA Retirement Plan for Administrative Employees

Terry Thomas
2910 E 5th St
Austin TX 78702
(512) 389-7400

Capital MTA Retirement Plan for Bargaining Unit Employees

Terry Thomas
2910 E 5th St
Austin TX 78702
(512) 389-7400

Cleburne Firemen's Relief & Retirement Fund

John Harrell
114 W Wardville
Cleburne TX 76033
(817) 645-0965

Colorado River Municipal Water District Defined Benefit Retirement Plan & Trust

Mireya Castilaw
PO Box 869
Big Spring TX 79721
(432) 267-6341

Conroe Fire Fighters' Retirement Fund

Jordan Stepanski
P.O. Box 497
Conroe TX 77305
(936) 756-5917

Corpus Christi Fire Fighters' Retirement System

Gracie Flores
711 N Carancahua Ste 724
Corpus Christi TX 78401
(361) 882-1486

Corpus Christi Regional Transportation Authority

Robert Saldana
602 N Staples St
Corpus Christi TX 78401
(361) 289-2712

Corsicana Firemen's Relief & Retirement Fund

Karen Sheppard
200 N 12th St
Corsicana TX 75110
(903) 654-4815

CPS Energy Pension Plan

Shanna Wadsworth
PO Box 1771
San Antonio TX 78296
(210) 353-2948

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TEXAS PENSION REVIEW BOARD

Dallas County Hospital District Retirement Income Plan

Joe Mayer
5200 Harry Hines Blvd
Dallas TX 75235
(214) 590-4123

Dallas Employees' Retirement Fund

Cheryl Alston
1920 McKinney Avenue
Dallas TX 75201
(214) 580-7700

Dallas Police & Fire Pension System-Combined Plan

Kelly Gottschalk
4100 Harry Hines Blvd Ste 100
Dallas TX 75219
(214) 638-3863

Dallas Police & Fire Pension System-Supplemental

Kelly Gottschalk
4100 Harry Hines Blvd Ste 100
Dallas TX 75219
(214) 638-3863

Dallas/Fort Worth Airport Board DPS Retirement Plan

Linda Valdez-Thompson
PO Box 619428
Dallas TX 75261
(972) 973-5464

Dallas/Fort Worth Airport Board Retirement Plan

Linda Valdez-Thompson
PO Box 619428
Dallas TX 75261
(972) 973-5464

DART Employees' Defined Benefit Retirement Plan & Trust

Philip Perez
PO Box 660163
Dallas TX 75266
(214) 749-3278

Denison Firemen's Relief & Retirement Fund

Raj Allada
PO Box 347
Denison TX 75021
(903) 465-2720

Denton Firemen's Relief & Retirement Fund

Gary Calmes
PO Box 2375
Denton TX 76202
(940) 349-8200

City of El Paso Employees' Retirement Trust

Robert Ash
1039 Chelsea St.
El Paso TX 79903
(915) 212-1785

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TEXAS PENSION REVIEW BOARD

El Paso Firemen & Policemen's Pension Staff Plan and Trust

Tyler Grossman
909 East San Antonio Avenue
El Paso TX 79901
(915) 771-8111

El Paso Firemen's & Policemen's Pension Fund

Tyler Grossman
909 East San Antonio Avenue
El Paso TX 79901
(915) 771-8111

Employees Retirement System of Texas

Porter Wilson
PO Box 13207
Austin TX 78711
(512) 867-7711

Fort Worth Employees' Retirement Fund

Benita Falls Harper
3801 Hulen St Ste 101
Fort Worth TX 76107
(817) 632-8900

Fort Worth Employees' Retirement Fund Staff Plan

Benita Falls Harper
3801 Hulen St Ste 101
Fort Worth TX 76107
(817) 632-8900

Galveston Employees' Retirement Fund

Jacque Vasquez
4415 Avenue S
Galveston TX 77571
(409) 765-5274

Galveston Employees' Retirement Plan for Police

Jacque Vasquez
4415 Avenue S
Galveston TX 77571
(409) 765-5274

Galveston Firefighter's Relief & Retirement Fund

Rebecca Johnson
6511 Stewart Rd Unit 4 B
Galveston TX 77551
(409) 740-0881

Galveston Wharves Pension Plan

Mark Murchison
PO Box 328
Galveston TX 77553
(409) 766-6146

Greenville Firemen's Relief & Retirement Fund

Derek Sheets
PO Box 1049
Greenville TX 75403
(903) 457-2940

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TEXAS PENSION REVIEW BOARD

Guadalupe-Blanco River Authority

Randy Staats
933 E Court St
Seguin TX 78155
(830) 379-5822

Harlingen Firemen's Relief & Retirement Fund

Nanette Fox
PO Box 2207
Harlingen TX 78551
(956) 216-5704

Harris County Hospital District Pension Plan

Michael Norby
2525 Holly Hall St Ste 140
Houston TX 77054
(713) 566-6790

Houston Firefighters' Relief & Retirement Fund

Ralph Marsh
4225 Interwood N Pkwy
Houston TX 77032
(281) 372-5100

Houston MTA Non-Union Pension Plan

Daniel Weber
PO Box 61429
Houston TX 77208
(713) 739-4886

Houston MTA Workers Union Pension Plan

Daniel Weber
PO Box 61429
Houston TX 77208
(713) 739-4886

Houston Municipal Employees Pension System

David Long
1201 Louisiana Ste 900
Houston TX 77002
(713) 595-0100

Houston Police Officers' Pension System

Patrick Franey
602 Sawyer St Ste 300
Houston TX 77007
(713) 869-8734

Irving Firemen's Relief & Retirement Fund

Kelly Slater
845 W Irving Blvd
Irving TX 75060
(972) 721-4858

Irving Supplemental Benefit Plan

Robert Cascante-Diaz
825 W Irving Blvd
Irving TX 75060
(972) 721-2696

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TEXAS PENSION REVIEW BOARD

JPS Pension Plan - Tarrant County Hospital District

Lea Anne Porter
1108 Lavaca Street Ste 700
Austin TX 78701-2180
(512) 465-1544

Judicial Retirement System of Texas Plan Two

Porter Wilson
PO Box 13207
Austin TX 78711
(512) 867-7711

Killeen Firemen's Relief & Retirement Fund

Jennifer Hanna
PO Box 10849
Killeen TX 76547
(254) 931-0338

Laredo Firefighters Retirement System

Jaime Jasso
PO Box 3069
Laredo TX 78044
(956) 717-8018

Law Enforcement & Custodial Officer Supplemental Retirement Fund

Porter Wilson
PO Box 13207
Austin TX 78711
(512) 867-7711

Longview Firemen's Relief & Retirement Fund

Pam Randolph
411 N Fredonia St Ste 110
Longview TX 75601
(903) 212-4357

Lower Colorado River Authority Retirement Plan

Laura Flores
3700 Lake Austin Blvd
Austin TX 78703
(817) 569-4300

Lower Neches Valley Authority Employees Benefit Plan

Annette Purington
PO Box 5117
Beaumont TX 77726-5117
(409) 892-4011

Lubbock Fire Pension Fund

Krista Bailey
4223 85th Street
Lubbock TX 79423
(806) 762-1590

Lufkin Firemen's Relief & Retirement Fund

Cristi Elmore
PO Box 190
Lufkin TX 75902
(936) 630-0555

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TEXAS PENSION REVIEW BOARD

Marshall Firemen's Relief & Retirement Fund

Joey Dunagan
PO Box 698
Marshall TX 75671
(903) 935-4526

McAllen Firemen's Relief & Retirement Fund

Javier Gutierrez
1521 Galveston Ave
McAllen TX 78501
(956) 681-2500

Midland Firemen's Relief & Retirement Fund

Shera Crow
PO Box 4296
Midland TX 79704
(432) 685-7213

Nacogdoches County Hospital District Retirement Plan

Sandra Hare
1204 N Mound St.
Nacogdoches TX 75961
(936) 569-4611

Northeast Medical Center Hospital Retirement Plan

Joanne Pike
PO Box 1508
Humble TX 77347
(281) 319-8415

Northwest Texas Healthcare System Retirement Plan

Laura Storrs
PO Box 1971
Amarillo TX 79105
(806) 378-3040

Odessa Firemen's Relief & Retirement Fund

Jill Contreras
1921 E 37th St
Odessa TX 79762
(432) 614-2491

Orange Firemen's Relief & Retirement Fund

Carol Wetherington
PO Box 520
Orange TX 77631
(409) 886-3611

Paris Firefighters' Relief & Retirement Fund

Bob Rast
1444 N Main
Paris TX 75460
(903) 784-9225

Plainview Firemen's Relief & Retirement Fund

Rusty Powers
911 Quincy St
Plainview TX 79072
(806) 291-1247

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TEXAS PENSION REVIEW BOARD

Plano Retirement Security Plan

Fannie Layer
PO Box 860358
Plano TX 75086
(972) 941-7115

Port Arthur Firemen's Relief & Retirement Fund

Debra Jones
PO Box 1089
Port Arthur TX 77641
(409) 983-8734

Port of Houston Authority Retirement Plan

Roger Guenther
PO Box 2562
Houston TX 77252
(713) 670-2400

Refugio County Memorial Hospital District Retirement Plan

Ruby Martinez
107 Swift St
Refugio TX 78377
(361) 526-2321

Retirement Plan for Anson General Hospital

Lea Anne Porter
1108 Lavaca Street Ste 700
Austin TX 78701-2180
(512) 346-1590

Retirement Plan for Citizens Medical Center

Lea Anne Porter
1108 Lavaca Street Ste 700
Austin TX 78701-2180
(512) 346-1590

Retirement Plan for Employees of Brownsville Navigation District

Donna Eymard
1000 Foust Road
Brownsville TX 785211000
(956) 831-4592

Retirement Plan for Guadalupe Regional Medical Center

Lea Anne Porter
1108 Lavaca Street Ste 700
Austin TX 78701-2180
(512) 346-1590

Retirement Plan for North Texas Medical Center

Lea Anne Porter
1108 Lavaca Street Ste 700
Austin TX 78701-2180
(512) 346-1590

Retirement Plan for Sweeny Community Hospital

Lea Anne Porter
1108 Lavaca Street Ste 700
Austin TX 78701-2180
(512) 346-1590

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TEXAS PENSION REVIEW BOARD

San Angelo Firemen's Relief & Retirement Fund

Ronald Partusch
306 W 1st St
San Angelo TX 76903
(325) 657-4355

San Antonio Fire & Police Pension Fund

Warren Schott
11603 W Coker Loop
San Antonio TX 78216
(210) 534-3262

San Antonio Metropolitan Transit Retirement Plan

Cathy DeYoung
PO Box 12489
San Antonio TX 78212
(210) 362-2216

San Benito Firemen Relief & Retirement Fund

Ana V. Tinsley
1201 S Sam Houston Blvd
San Benito TX 78586
(512) 686-2849

Sweetwater Firemen's Relief & Retirement Fund

Debra Jones
PO Box 588
Sweetwater TX 79556
(409) 828-0425

Teacher Retirement System of Texas

Brian Guthrie
1000 Red River St
Austin TX 78701
(512) 542-6400

Temple Firemen's Relief & Retirement Fund

Jake Herndon
PO Box 6101
Temple TX 76503
(254) 774-5834

Texarkana Firemen's Relief & Retirement Fund

Debra Jones
PO Box 1967
Texarkana TX 75504
(409) 828-0425

Texas City Firemen's Relief & Retirement Fund

Joe Tumbleson
1801 9th Ave N
Texas City TX 77590
(409) 643-5714

Texas County & District Retirement System

Amy Bishop
901 S. MoPac Expy Barton Oaks Plaza IV,
Suite 500
Austin TX 78746
(512) 328-8889

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TEXAS PENSION REVIEW BOARD

Texas Emergency Services Retirement System

Shirley Hays (Interim)
PO Box 12577
Austin TX 78711
(512) 936-3372

Texas Municipal Retirement System

David Wescoe
PO Box 149153
Austin TX 78714
(512) 476-7577

The Woodlands Firefighters' Retirement System

Jennifer Hanna
PO Box 497
Conroe TX 77305
(936) 537-4475

Travis County ESD #6 Firefighter's Relief & Retirement Fund

Ana V. Tinsley
124 White Fox Cove
Round Rock TX 78664
(512) 686-2849

Tyler Firemen's Relief & Retirement Fund

Jim Mullicane
1718 W Houston St
Tyler TX 75702
(903) 535-0005

University Health System Pension Plan

George Hernandez
4502 Medical Dr
San Antonio TX 78229
(210) 358-2218

University Park Firemen's Relief & Retirement Fund

Dustin Lewis
3800 University Blvd
Dallas TX 75205
(214) 987-5380

Waxahachie Firemen's Relief & Retirement Fund

Gary Myers
407 Water St
Waxahachie TX 75168
(972) 937-1200

Weslaco Firemen's Relief & Retirement Fund

Debra Jones
PO Box 8188
Weslaco TX 78599
(409) 828-0425

Wichita Falls Firemen's Relief & Retirement Fund

James (Chris) Duncan
624 Indiana St Ste 305
Wichita Falls TX 76301
(940) 761-7901