

Pension Changes | Police Officers Group III (Hired before Jan. 1, 2013)

Blue Service + Orange Service

COLA (Cost of Living Adjustment) changes:

The current structure of the COLA has been completely preserved for all Police Officers in Group III who retire, who retire early with a penalty, or who enter DROP by Jan. 1, 2021.

These Police Officers will receive either 1) an ad-hoc COLA, or 2) a simple 2% COLA for their years of Blue Service and Orange Service through July 20, 2019, depending on their previous individual choice.

COLAs have been eliminated for Group III's future service, beginning July 20, 2019.

This means that officers with Blue Service will not receive a COLA for their future service after this cut-off.

Police officers with a combination of Blue Service and Orange Service who do not retire or enter DROP by Jan. 1, 2021, will see their COLA for the service earned before July 20, 2019, become a variable COLA, based on the health of the fund. *Current projections indicate that this variable COLA will not be awarded in the foreseeable future.*

Sick Leave changes:

The current sick leave benefit allows employees to receive retirement credit at the termination of their time with the City of Fort Worth. As of July 20, 2019, any unused sick leave earned after that date will not convert to service credit upon retirement.

However, all unused sick leave balances earned prior to July 20, 2019, will continue to convert to service credit.



Learn more at fortworthtexas.gov/benefits/pension.

Pension Fund Changes Approved by the Successful Employee Vote

Contribution changes:

All Police Officers in Groups III and IV will contribute an additional 3.8% toward the pension solution in addition to another 0.6% for their 25-and-Out provision.

This increase will be phased: Beginning with the July 20, 2019, pay period, their contribution will increase by 1.8%; beginning with Pay Period 1 of 2020, it will increase by an additional 2%; and beginning with Pay Period 1 of 2021, it will increase by an additional 0.6%.

Overtime & DROP:

Currently, Police Officers do not make contributions to the pension fund for any overtime earned. The city makes contributions to the fund for all overtime earned by Police Officers with Blue/Orange Service (Group III), but does not currently make contributions on overtime

earned by Police Officers with Orange Service only (Group IV).

Effective July 20, as approved by the successful employee vote, Police Officers will begin making contributions on all overtime earned, including members with Orange Service only (Group IV).

Additionally, the DROP period will increase from five to six years, effective July 20, 2019.

Risk Sharing Mechanism:

If the health of the pension is not restored by changes to the benefit and contribution increases, a risk sharing mechanism will kick in during 2022. **If that happens, Police Officers in Groups III and IV will contribute up to an additional 0.8% in 2022, and another 0.8% in 2023, for a total increase of 1.6%.** Any further changes would require city council adoption and potentially another council vote.

The Fort Worth Employees' Retirement Fund

Board of Trustees:

The Fort Worth Employees' Retirement Fund Board of Trustees is composed of 13 members, as set forth in Senate Bill 976. Trustees are elected for a two-year term that begins September 1. Active employees elect four representatives, retired members elect three representatives and the remaining six trustees are appointed by City Council. Elections for places 1, 3, 5, and 7 are held in odd years and places 2, 4, and 6 are held in even years.

Board Meetings:

Meetings for the Fort Worth Employees' Retirement Fund are held monthly at the Retirement Office and are open to the public. Minutes from the meetings are posted on the website www.fwretirement.org.

The Retirement Office is located at:

3801 Hulen Street
Suite 101
Fort Worth, TX 76107
Phone: 817-632-8900
Fax: 817-632-8910
Toll-Free: 1-800-741-9914
ask@fwretirement.org

Pension changes | Police Officers Group IV (Hired on or after Jan. 1, 2013)

Orange Service ONLY

COLA (Cost of Living Adjustment) changes:

Group IV Police Officers with only Orange Service will not see any changes to their COLA, because these employees do not have a COLA.

Sick Leave changes:

The current sick leave benefit allows employees to receive retirement credit at the termination of their time with the City of Fort Worth. As of July 20, 2019, any unused sick leave earned after that date will not convert to service credit upon retirement.

However, all unused sick leave balances earned prior to July 20, 2019, will continue to convert to service credit.

Have a specific question? Contact the Pension Hotline at 817-392-7737 or by email at pension@fortworthtexas.gov.



Learn more at fortworthtexas.gov/benefits/pension.

Pension Fund Changes Approved by the Successful Employee Vote

Contribution changes:

Beginning July 20, 2019, all Police Officers in Groups III and IV will contribute an additional 3.8% toward the pension solution during the next three years, in addition to another 0.6% for their 25-and-Out provision.

This increase will be phased: In 2019, their contribution will increase by 1.8%, and in 2020, it will increase by 2%, and in 2021, it will increase by 0.6%.

Overtime & DROP:

Currently, Police Officers do not make contributions to the pension fund for any overtime earned. The city makes contributions to the fund for all overtime earned by Police Officers with Blue/Orange Service (Group III), but does not currently make contributions on overtime earned by Police Officers with Orange Service only (Group IV).

Effective July 20, as approved by the successful employee vote, Police Officers will begin making contributions on all overtime earned, including members with Orange Service only (Group IV).

Additionally, the DROP period will increase from five to six years, effective July 20, 2019.

Risk Sharing Mechanism:

If the health of the pension is not restored by changes to the benefit and contribution increases, a risk sharing mechanism will kick in during 2022. **If that happens, Police Officers in Groups III and IV will contribute up to an additional 0.8% in 2022, and another 0.8% in 2023, for a total increase of 1.6%.** Any further changes would require city council adoption and potentially another council vote.

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