

Pension changes | General Employees Group I (Hired before July 1, 2011)

Blue Service + Orange Service

COLA (Cost of Living Adjustment) changes:

The current structure of the COLA has been completely preserved for all active employees in Group I who:

- Retire by Jan. 1, 2021
- Retire early w/penalty by Jan. 1, 2021
- Enter DROP by Jan. 1, 2021.

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

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

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

Employees in Group I 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, which can change based on the health of the fund. *Current projections indicate that this variable COLA will not be awarded in the foreseeable future.*

Major Medical Leave changes:

The current major medical leave benefit allows employees to receive service credit when they leave the city. As of July 20, 2019, any unused major medical leave that is earned after that date will not convert to service credit upon retirement.

All unused leave earned prior to July 20, 2019, will continue to convert to service credit.

Pension Fund Changes Approved by the Successful Employee Vote

Contribution changes:

All General Employees (both Groups I and II) will contribute an additional 1.1% toward the pension solution. Because of their larger benefit, employees in Group I will also contribute another 0.7% annually for their number of years of Blue Service earned.

For example, an employee with five years of Blue Service will contribute 1.8% for five consecutive years, then contribute 1.1% each year going forward.

Overtime & DROP:

Effective July 20, 2019, General Employees will begin making contributions for

their overtime earned. 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, General Employees in both Groups I and II 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.

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



Learn more at fortworthtexas.gov/benefits/pension.

Pension changes | General Employees Group II (Hired on or after July 1, 2011)

Orange Service ONLY

COLA (Cost of Living Adjustment) changes:

Group II General Employees with only Orange Service will not see any changes to their COLA, because these employees do not have a COLA.

Major Medical Leave changes:

The current major medical leave benefit allows employees to receive service credit when they leave the city. Any unused major medical leave that is earned after July 20, 2019, will not convert to service credit upon retirement.

All unused leave 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.

Pension Fund Changes Approved by the Successful Employee Vote

Contribution changes:

All General Employees (both Groups I and II) will contribute an additional 1.1% toward the pension solution.

Longer-term employees who have Blue Service will be paying an additional 0.7% due to the higher value of their older benefit, in fairness to newer employees who only have Orange Service.

Overtime & DROP:

Effective July 20, 2019, General Employees will begin making contributions for their overtime

earned. 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, General Employees in both Groups I and II 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.

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