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**CITY SECRETARY
DALLAS, TEXAS**

City of Dallas

*1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201*

Public Notice

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**POSTED CITY SECRETARY
DALLAS, TX**



Ad Hoc Committee on Pensions

May 23, 2024

3:00 PM

2023 CITY COUNCIL APPOINTMENTS

COUNCIL COMMITTEE	
ECONOMIC DEVELOPMENT Atkins (C), Narvaez (VC), Arnold, Bazaldua, Ridley, Stewart, West	GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT West (C), Blackmon (VC), Mendelsohn, Moreno, Resendez
HOUSING AND HOMELESSNESS SOLUTIONS Moreno (C), Mendelsohn (VC), Gracey, West, Willis	PARKS, TRAILS, AND THE ENVIRONMENT Stewart (C), Moreno (VC), Arnold, Bazaldua, Blackmon, Narvaez, West
PUBLIC SAFETY Mendelsohn (C), Stewart (VC), Atkins, Moreno, Willis	QUALITY OF LIFE, ARTS, AND CULTURE Bazaldua (C), Resendez (VC), Blackmon, Gracey, Ridley, Schultz, Willis
TRANSPORTATION AND INFRASTRUCTURE Narvaez (C), Gracey (VC), Atkins, Mendelsohn, Resendez, Schultz, Stewart	WORKFORCE, EDUCATION, AND EQUITY Schultz (C), Arnold (VC), Bazaldua, Blackmon, Resendez, Ridley, Willis
AD HOC COMMITTEE ON ADMINISTRATIVE AFFAIRS Atkins (C), Mendelsohn, Moreno, *Ridley, *Stewart	AD HOC COMMITTEE ON GENERAL INVESTIGATING AND ETHICS Mendelsohn (C), Gracey, Johnson, Schultz, Stewart
AD HOC COMMITTEE ON JUDICIAL NOMINATIONS Ridley (C), Resendez, West	AD HOC COMMITTEE ON LEGISLATIVE AFFAIRS Mendelsohn (C), Atkins, Gracey, Narvaez, Stewart
AD HOC COMMITTEE ON PENSIONS Atkins (C), Blackmon, Mendelsohn, Moreno, Resendez, Stewart, West, Willis	AD HOC COMMITTEE ON PROFESSIONAL SPORTS RECRUITMENT AND RETENTION Gracey (C), Blackmon, Johnson, Moreno, Narvaez, Resendez, Schultz

(C) – Chair, (VC) – Vice Chair

* Updated:2/22/24

Note: A quorum of the Dallas City Council may attend this Council Committee meeting.

General Information

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Información General

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Handgun Prohibition Notice for Meetings of Governmental Entities

"Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun."

"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistola oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta."

"Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly."

"De acuerdo con la sección 30.07 del código penal (ingreso sin autorización de un titular de una licencia con una pistola a la vista), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola a la vista."

"Pursuant to Section 46.03, Penal Code (places weapons prohibited), a person may not carry a firearm or other weapon into any open meeting on this property."

"De conformidad con la Sección 46.03, Código Penal (coloca armas prohibidas), una persona no puede llevar un arma de fuego u otra arma a ninguna reunión abierta en esta propiedad."

This City Council Ad Hoc Committee on Pensions meeting will be held by video conference and in the City Council Chambers, Floor 6 at City Hall.

The public may attend the meeting virtually; however, City Hall is available for those wishing to attend the meeting in person.

The Ad Hoc Committee on Pensions will be broadcast live on Spectrum Cable Channel 16 (English) and 95 (Spanish) and online at bit.ly/cityofdallastv.

The public may also listen to the meeting as an attendee at the following videoconference link:

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m1956a70210461046f7251598eb63fe6e>

Call to Order

MINUTES

1. [24-1736](#) Approval of the April 11, 2024 Ad Hoc Committee on Pensions Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- B. [24-1737](#) Pension Plan Cost of Living Adjustment (COLA) Discussion
[Jeannie Chen and Joe Kropiewnicki of Deloitte Consulting LLP]

Attachments: [Presentation](#)

- C. [24-1758](#) Employee Retirement Fund (ERF): Funding Soundness Restoration Plan Update and Consideration of Recommendations
[Cheryl Alston Executive Director, David Etheridge Deputy Executive Director of the Dallas Employees' Retirement Fund]

Attachments: [Memorandum](#)

- D. [24-1760](#) Dallas Police and Fire Pension System (DPFP): Funding Soundness Restoration Plan Update and Consideration of Recommendations
[Jack Ireland, Chief Financial Officer, City Manager's Office]

Attachments: [Presentation](#)

ADJOURNMENT

EXECUTIVE SESSION NOTICE

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]



City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 24-1736

Item #: 1.

Approval of the April 11, 2024 Ad Hoc Committee on Pensions Meeting Minutes

MINUTES OF THE CITY COUNCIL COMMITTEE
THURSDAY, APRIL 11, 2024

24-0017

AD HOC COMMITTEE ON PENSIONS
CITY COUNCIL CHAMBER, CITY HALL/VIDEO CONFERENCE
MAYOR PRO TEM TENNELL ATKINS, PRESIDING

PRESENT: [7] Atkins, Moreno (**3:04 p.m.), Resendez, Blackmon, Stewart, Mendelsohn, Willis

ABSENT: [1] West

The meeting was called to order at 3:03 p.m. with a quorum of the committee present.

The meeting agenda, posted in accordance with Chapter 551, "OPEN MEETINGS," of the Texas Government Code, was presented.

After all business properly brought before the committee had been considered, the meeting adjourned at 5:14 p.m.

Chair

ATTEST:

City Secretary Staff

Date Approved

The agenda is attached to the minutes of this meeting as EXHIBIT A.

The actions taken on each matter considered by the committee are attached to the minutes of this meeting as EXHIBIT B.

The briefing materials for this meeting are filed with the City Secretary's Office as EXHIBIT C.

****Note: Indicates arrival time after meeting called to order/reconvened**

MINUTES OF THE CITY COUNCIL COMMITTEE
THURSDAY, APRIL 11, 2024

EXHIBIT A

RECEIVED

2024 APR - 8 PM 2:29

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Ad Hoc Committee on Pensions

April 11, 2024

3:00 PM

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Call to Order

MINUTES

1. [24-1251](#) Approval of the February 8, 2024 Ad Hoc Committee on Pensions Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [24-1254](#) Dallas Police and Fire Pension System: Funding Soundness Restoration Plan Update

Attachments: [Presentation](#)

Closed Session

Attorney Briefing (Sec. 551.071 T.O.M.A.)

- Seeking the advice of the city attorney regarding *Dallas Police Retired Officers Association v. Dallas Police & Fire Pension System*; Cause No. 05-22-00644-CV.

ADJOURNMENT

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MINUTES OF THE CITY COUNCIL COMMITTEE
THURSDAY, APRIL 11, 2024

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

APRIL 11, 2024

Item 1: Approval of the February 8, 2024 Ad Hoc Committee on Pensions Meeting Minutes

Councilmember Willis moved to adopt the minutes as presented.

Motion seconded by Councilmember Blackmon and unanimously adopted. (Moreno absent when vote taken; West absent)

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

APRIL 11, 2024

BRIEFING ITEMS

Item A: Dallas Police and Fire Pension System: Funding Soundness Restoration Plan Update

The following individuals briefed the committee on the item:

- Jack Ireland, Chief Financial Officer, City Manager's Office; and
- TC Broadnax, City Manager, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

APRIL 11, 2024

CLOSED SESSION

- Seeking the advice of the city attorney regarding Dallas Police Retired Officers Association v. Dallas Police & Fire Pension System; Cause No. 05-22-00644-CV.

At 4:42 p.m., Chair Atkins announced the executive session of the city council authorized by Chapter 551, "OPEN MEETINGS," of the (Texas Open Meetings Act) to discuss the following matters:

- Seeking the advice of the city attorney regarding Dallas Police Retired Officers Association v. Dallas Police & Fire Pension System; Cause No. 05-22-00644-CV.

The closed session ended and reconvened to open session at 5:14 p.m. No other matters were discussed during the closed session.

MINUTES OF THE CITY COUNCIL COMMITTEE
THURSDAY, APRIL 11, 2024

EXHIBIT C



City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 24-1737

Item #: B.

Pension Plan Cost of Living Adjustment (COLA) Discussion
[Jeannie Chen and Joe Kropiewnicki of Deloitte Consulting LLP]



City of Dallas Pension Systems

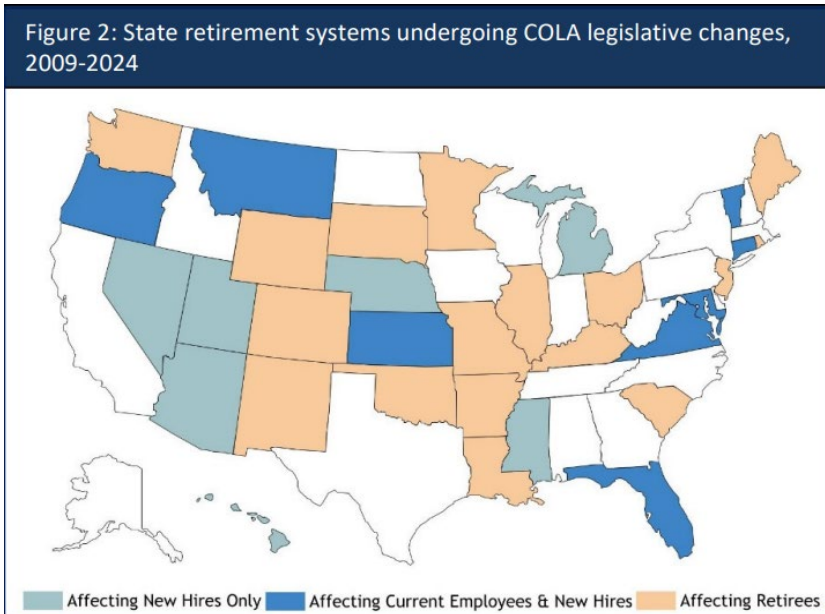
Cost of Living Adjustment (COLA) Discussion

Deloitte Consulting LLP
May 23, 2024



National COLA Trends 2009 – 2024

As part of efforts to contain costs and to ensure the sustainability of public pension plans, and in response to a period of historically low rates of inflation that lasted for over a decade during and after the Great Recession, many states made changes to COLA provisions. Since 2009, **17 states** have changed COLAs affecting current retirees, **eight states** have addressed current employees' benefits, and **seven states** have changed the COLA structure only for future employees:



The table below summarizes the major COLA provisions for **State pension systems** across the country.

	Linked to Inflation	Linked to investment or funding factors	Linked to CPI and investment or funding factors	Fixed percentage or other factor	Total
Automatic	40	6	11	15	74
Ad-hoc	3	8	0	18	27
Total	43	14	11	33	101

Notes: COLAs for some employees of local governments who participate in statewide systems are discretionary based on the decision of individual local government. COLAs for some plans have been eliminated for the foreseeable future. These plans are not included in the table counts.

Source: NASRA Issue Brief: Cost-of-Living Adjustments, May 2024
 (<https://www.nasra.org/files/Issue%20Briefs/NASRACOLA%20Brief.pdf>)

COLA Structure of DPFP and ERF

Dallas (Fire and Police)

- *Current Funded Ratio: 39%*
- **Prior to 2017:** Tier 1 Automatic 4% COLA. Tier 2 Ad Hoc 4% COLA that must be approved by the Board
- **After 2017:** Ad Hoc COLA equal to the five-year average return less 5%, maximum of 4%. Funded status must be over 70% after application of COLA
- Including a COLA assumption in the projections of Actuarially Determined Contributions (ADC) results in the City pre-paying for future ad hoc COLAs that may or may not be granted

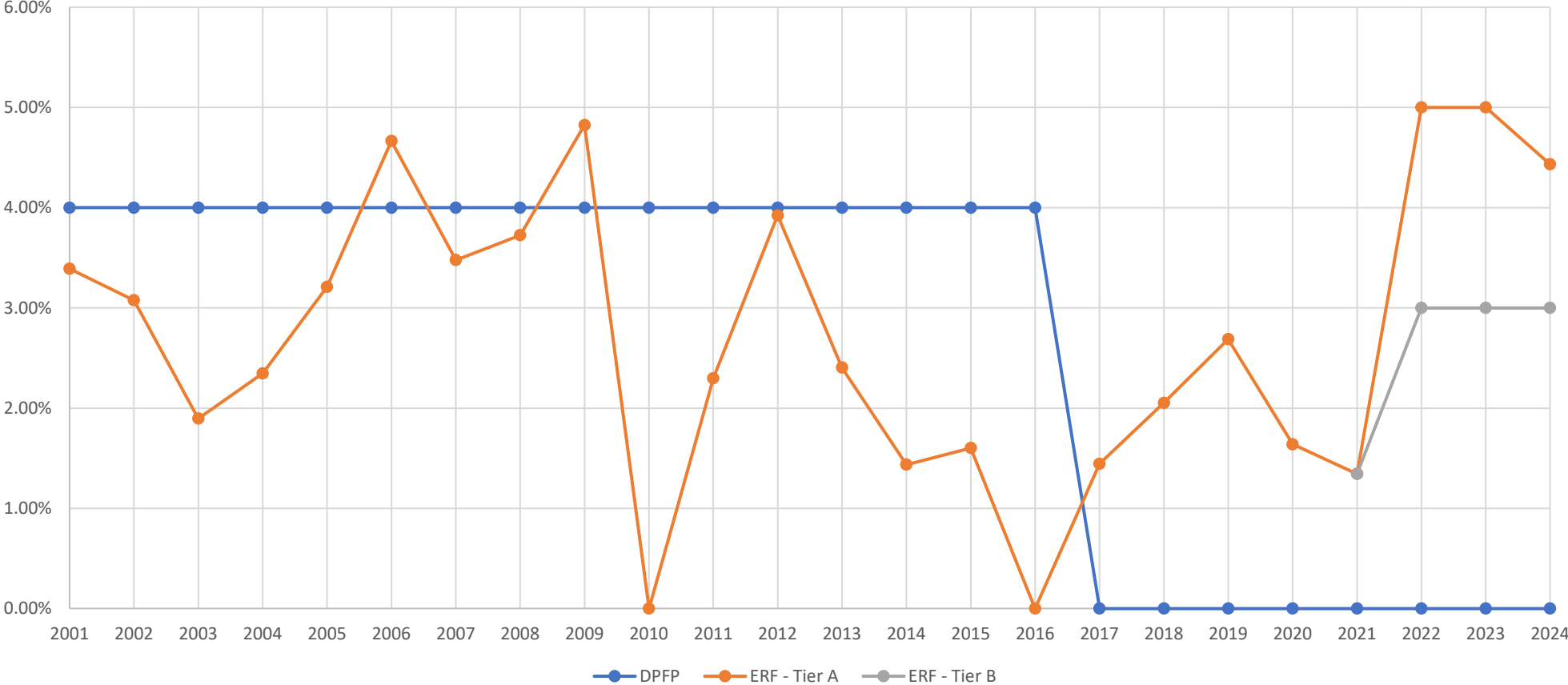
Dallas ERF (General)

- *Current Funded Ratio: 73%*
- COLA is automatic
- COLA is equal to CPI, with maximum of 5%/3% for Tier A/B respectively
- Given that the plan provides automatic COLAs tied to CPI, it is reasonable to include and pre-pay for future COLAs

The Governmental Accounting Standards Board GASB requires public pensions to disclose COLA assumptions, COLA type (automatic or ad hoc), and to factor in COLA costs in pension benefit projections for automatic and substantively automatic COLA. An ad hoc COLA is deemed '**substantively automatic**' when a **historical pattern exists** or when there is consistency in benefit increases relative to an inflation index.

Historical COLA for DPFP and ERF

ERF & DPFP COLA by Year



	DPFP	ERF - Tier A	ERF - Tier B
2001 - 2024 Average	2.67%	2.74%	N/A

COLA Structure of Peer Cities

Over the past several years, peer cities have generally been reducing COLA and/or heightening the approval process between Board/City/Legislature.

Forth Worth (Fire, Police, General)

- *Current Funded Ratio: 55%*
- **Prior to 2008:** 2% automatic COLA
- **2008:** All new hires get *Conditional Ad Hoc COLA**; retired members make irrevocable choice between guaranteed 2% COLA and Ad Hoc Variable COLA
- **2011:** Eliminated COLA for all new hires (2011 for General EE's, 2013 for Police, 2015 for Fire)
- **2018:** Eliminate COLA for benefit on future service after July 2019, and changed COLA to a Variable COLA for all future retirees who have not retired by 1/1/2021 (paid if current contribution rate exceeds the 30-year ADC for two consecutive years and the Variable COLA is approved by the *Board and City*, not to exceed 4%)

*Conditional Ad Hoc COLA is tied to Full-Funding Period:

Funding Period (Years)	COLA Increase
28.1 or Greater	0.0%
24.1 to 28.0	2.0%
18.1 to 24.0	3.0%
18.0 or less	4.0%

Houston (Fire and Police)

- *Current Funded Ratios: 96%/89% (Fire/Police)*
- **Prior to 2017:** Automatic COLA (3% for Fire, 80% of CPI-U, range of [2.4, 8.0%], for Police)
- **2017:** COLAs suspended for all retirees under age 70 for 2017-2020 due to financial hardships for the Plans
- **After 2020:** COLA remains automatic, but is tied to five-year average returns less 4.75%/5.00% (Fire/Police), with a maximum of 4%, payable to age 55+ only

Houston (General)

- *Current Funded Ratio: 69%*
- COLA have always been automatic
- **Prior to 2017:** Members hired before 1/1/05 received 3% COLA; members hired between 1/1/05 and 1/1/08 received 2% COLA; members hired after 1/1/08 receive no COLA.
- **2017:** All employees* (including those hired after 1/1/08) receive 50% of the five-year average return less 5.00%, with a maximum of 2%.

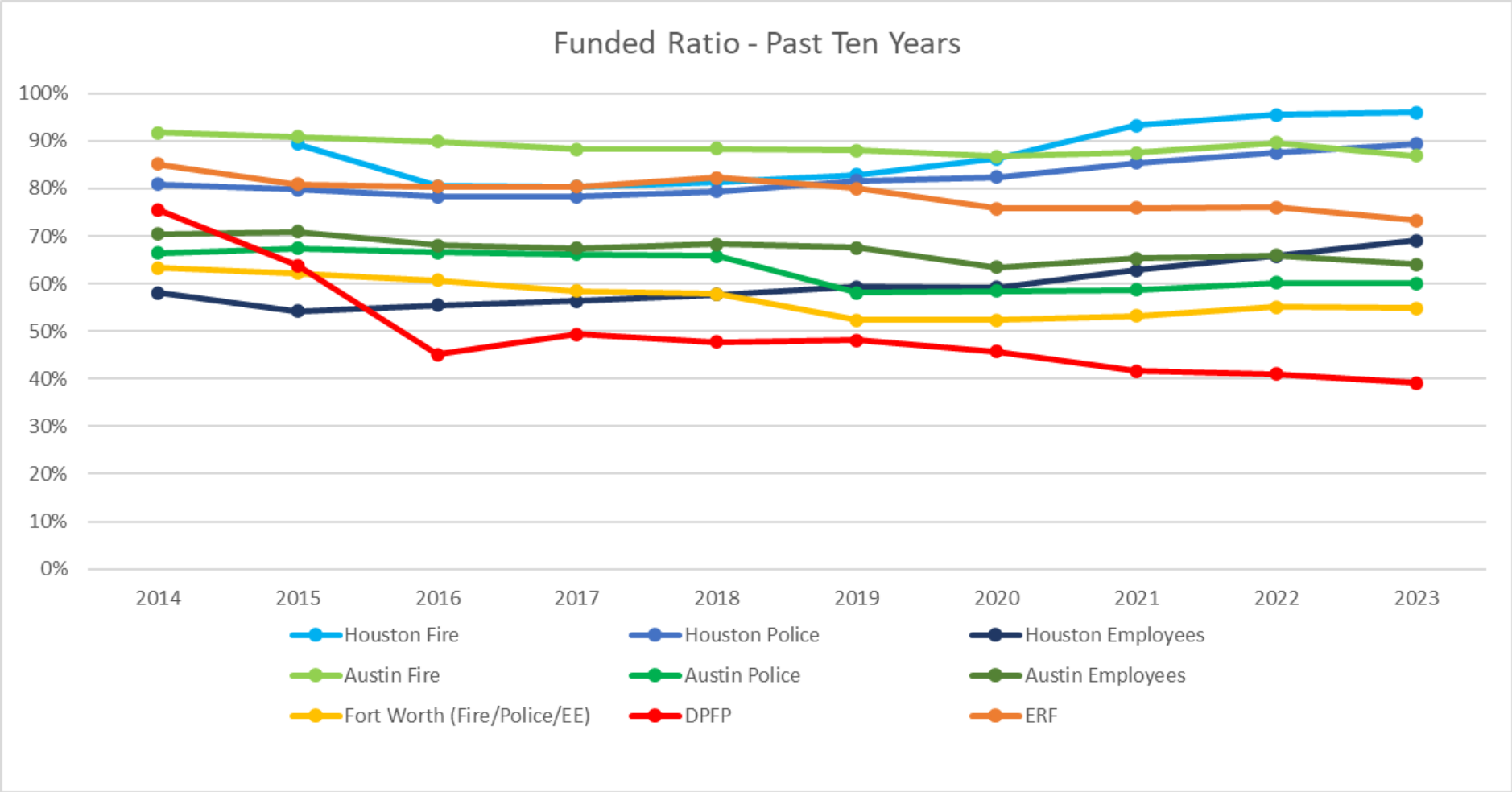
* Group D members who terminated prior to 2017 are not eligible for COLA

Austin (Police, Fire, General)

- *Current Funded Ratios: 60%/87%/64% (Police/Fire/General)*
- COLA have always been ad hoc
- **Police:**
 - COLA amount is recommended by actuary, maximum 6%
 - COLA is subject to Board, City, and Legislature approval (HB 4368 in 2021)
 - No COLA since 2007
- **Fire:**
 - COLA amount tied to CPI-U, can only be considered if Funded Ratio $\geq 80\%$ and Funding Period ≤ 25 Years for each year in 10-year projection after incorporating COLA.
 - COLA is subject to Board approval
- **General**
 - Similar to Police, but with added requirements contingent on funded ratio / funding period
 - No COLA since 2002
- See appendix for history of actual COLA's.

COLA Structure of Peer Cities

Peer cities have reduced COLA, despite being better funded than DPF



- Austin Fire, Austin Police, Austin EE's, Fort Worth, and Dallas ERF are 12/31 valuation dates; 2023 above aligns to 12/31/22 Valuation.
- Houston Fire, Houston Police, and Houston EE's are 7/1 valuation dates; 2023 above aligns to 7/1/23 Valuation.
- DPF is a 1/1/ valuation date; 2023 above aligns to 1/1/23 Valuation.

2

Appendix



COLA Structure of Peer Cities

Plan	Most Recent Funded Ratio	Automatic / Ad Hoc	Amount	Other Risk-Sharing Conditions	Approval Process	Assumed COLA by Fund Actuary
DPFP – Pre-2017	39%	Automatic – Tier 1 Ad Hoc – Tier 2	4%	N/A	Board	4%
DPFP – Post-2017		Ad Hoc	Five-Year Avg Return less 5%, maximum of 4%	Funded Status must be > 70% after application of COLA	Board	1.5% after 70% Funded
Dallas ERF	73%	Automatic	CPI, max 5%/3% for Tier A/B	N/A	N/A – Automatic	2.50% (Tier A) 2.20% (Tier B)
Austin – Police	60%	Ad Hoc	Recommended from Actuary, maximum 6%	N/A	Board, City, Legislature (effective 1/1/22)	Zero
Austin – Fire	87%	Ad Hoc	CPI-U, does not apply to Early Retirement before Normal Retirement Date	Before COLA can be considered for approval, the following must be certified by Fund Actuary: <ul style="list-style-type: none"> Funded Ratio \geq 80% for each year in 10-year projection after incorporating the COLA Funding Period \leq 25 Years for each year in 10-Yr projection, after incorporating the COLA 	Board	Zero
Austin – Employees	64%	Ad Hoc	Recommended from Actuary, maximum 6%	Before COLA can be considered for approval, the following must be certified by Fund Actuary: <ul style="list-style-type: none"> Funded Ratio $>$ 80% after incorporating the COLA Funding Period is \leq 20 Years after incorporating the COLA Actual Employer Contribution \geq ADC after incorporating the COLA Board has reviewed sensitivity/stress testing 	Board, City, Legislature (effective 9/1/23)	Zero

COLA Structure of Peer Cities

Plan	Most Recent Funded Ratio	Automatic / Ad Hoc	Amount	Other Risk-Sharing Conditions	Approval Process	Assumed COLA by Fund Actuary
Houston – Fire	95%	Automatic	Five-Year Avg Return less 4.75%, maximum of 4%, payable to age 55+ only	Suspended for 2017-2020 for those under 70	N/A – Automatic	2.25%
Houston – Police	89%	Automatic	Five-Year Avg Return less 5.00%, maximum of 4%, payable to age 55+ only	Suspended for 2017-2020 for those under 70 Board can reduce COLA if ADC is above Corridor Midpoint	N/A - Automatic	2.00%
Houston - General	66%	Automatic	50% of Five-Year Avg Return less 5.00%, maximum of 2%		N/A – Automatic	1.00%
Fort Worth – Fire/Police/ General	55%	Combo / No COLA	Tier 1*: 2% or <i>Conditional Ad Hoc COLA</i> if retired before 1/1/21, Variable if retired after 1/1/21 Tier 2*: None	Conditional Ad Hoc COLA is tied to Funding Period: <ul style="list-style-type: none"> • 0% if FP > 28 Years • 2% if 24 < FP < 28 • 3% if 18 < FP < 24 • 4% if FP < 18 Variable COLA if current contribution rate exceeds the 30-year ADC for two consecutive years, not to exceed 4%	Variable COLA: Board, City	2.00% for Simple Portion Variable built into dynamic projections
San Antonio Fire & Police	89%	Automatic	75% of CPI Board may approve a 13 th /14 th check	<ul style="list-style-type: none"> • COLA is automatic • Board may approve a 13th/14th check if 5-yr return exceeds assumed RoR by 100bp (13th check) or 300 bp (14th check) 	N/A – Automatic (COLA) Board – 13 th /14 th check	2.25% 0.1% liability load for 13 th /14 th check
El Paso Police/Fire	81%	Automatic	Tier 1: 3% Tier 2: None	N/A	N/A – Automatic	3% for Tier 1

* Tier 1: Hired before 7/1/11 (EE's), 1/1/13 (Police), or 1/10/15 (Fire)

Austin Police, Fire, and General – COLA History

Year	Fire	Police	General
2024	0%	Not Available	Not Available
2023	0%	Not Available	Not Available
2022	5.40%	0%	0%
2021	1.40%	0%	0%
2020	1.70%	0%	0%
2019	2.30%	0%	0%
2018	2.20%	0%	0%
2017	1.50%	0%	0%
2016	0%	0%	0%
2015	1.30%	0%	0%
2014	\$64/month	0%	0%
2013	\$93/month	0%	0%
2012	0%	0%	0%
2011	0%	0%	0%
2010	0%	0%	0%
2009	0%	0%	0%
2008	0%	0%	0%
2007	0%	1.75%	0%
2006	\$100/month	0%	0%
2005	\$32/month	0%	0%
2004	0%	1.75%	0%
2003	0%	3.00%	0%
2002	2.10%	1.50%	2.50%
2001	3.40%	3.00%	3.50%
2000	2.60%	3.00%	0.00%



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City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 24-1758

Item #: C.

Employee Retirement Fund (ERF): Funding Soundness Restoration Plan Update and Consideration of Recommendations

[Cheryl Alston Executive Director, David Etheridge Deputy Executive Director of the Dallas Employees' Retirement Fund]

Memorandum



CITY OF DALLAS

DATE May 22, 2024

TO Honorable Members of the Ad Hoc Committee on Pensions: Tennell Atkins (Chair), Paula Blackmon, Cara Mendelsohn, Jesse Moreno, Jaime Resendez, Kathy Stewart, Chad West, Gay Donnell Willis

SUBJECT **Employee Retirement Fund: Funding Soundness Restoration Plan Update and Consideration of Recommendations**

The presentation on the Funding Soundness Restoration Plan Update and Consideration of Recommendations for the Employee Retirement Fund will be delayed until the June Ad Hoc Committee on Pensions meeting rather than occurring on May 23. Cheryl Alston, Executive Director and David Etheridge, Deputy Executive Director of the Employee Retirement Fund will be available at that time to present information to the committee.

If you have any questions, please let me know.

A handwritten signature in blue ink that reads "Jack Ireland".

Jack Ireland
Chief Financial Officer

c: Kimberly Bizer Tolbert, City Manager (I)
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Dr. Robert Perez, Assistant City Manager
Donzell Gipson, Assistant City Manager (I)
Robin Bentley, Assistant City Manager (I)
Genesis D. Gavino, Chief of Staff to the City Manager



City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 24-1760

Item #: D.

Dallas Police and Fire Pension System (DPFP): Funding Soundness Restoration Plan Update and Consideration of Recommendations

[Jack Ireland, Chief Financial Officer, City Manager's Office]



City of Dallas

**Dallas Police and Fire
Pension System:
Funding Soundness
Restoration Plan Update
and Consideration of
Recommendations**

**Ad Hoc Committee on Pensions
May 23, 2024**

Jack Ireland
Chief Financial Officer

Purpose



- Provide an update on a Funding Soundness Restoration Plan (FSRP) for Dallas Police and Fire Pension System (DPFP)
- Continue discussion regarding Cheiron's recommendations, and review DPFP staff recommendation
- Consider City staff recommendations for components of a FSRP



Background



- Pension Review Board's (PRB) funding guidelines require that actual contributions should be sufficient to cover the normal cost and to amortize the unfunded actuarial accrued liability and should not exceed 30 years
- As of 1/1/23, DPFP is projected to be fully funded in 82 years exceeding PRB's 30-year requirement
- City and DPFP have been working towards the goal to develop, agree to, and submit a plan to PRB that meets the funding soundness requirements in August or September 2024



Cheiron's Primary Recommendations – 2/8/24

Independent Actuary Selected by PRB and Contracted by DPFP



Adopt an Actuarially Determined Contribution

- Contribution amounts adjust to circumstances
- Always comply with funding guidelines
- Start contributions effective either 10/1/2024 or 1/1/2025 based on 1/1/2023 valuation

Implementing ADC will enable City to address unfunded liability and comply with PRB requirements.

Reduce Uniform Employee Contribution Rate as Funding Improves

- Current rate is high compared to competitors and as proportion of benefit cost
- As funding improves, grade employee rate down to 50% of normal cost rate

Reducing employee contributions will increase cost to City. This is not a PRB requirement.

Provide Some COLA Earlier Than Current Provisions Permit

- Members are not covered by Social Security, so they have no inflation protection in retirement
- Lack of COLA is likely to create a recruitment and retention issue

Providing COLA earlier than current provision will increase unfunded liability and increase cost to City. This is not a PRB requirement.



PRB Requirements



- PRB requires a Funding Soundness Restoration Plan that will achieve full-funding within 30-years
 - Cheiron's first recommendation is focused on achieving full-funding in 30-years
 - Staff is fully committed to complying with PRB requirement
- PRB does not require the City to reduce employee contribution rate and does not require changes to current COLA methodology
 - Cheiron's second and third recommendation address these areas which are not required by PRB
 - If City chooses to address either of these two recommendations, it is above and beyond what PRB requires



Actuarial Determined Contribution (ADC) Scenarios



- Cheiron presented five scenarios and indicated that all five scenarios are reasonable and meet PRB requirements to be fully-funded in 30-years
 1. Traditional ADC
 2. Three-year step-up and step-down
 3. Five-year step-up and step-down
 4. Three-year step-up (with no step-down)
 5. Five-year step-up (with no step-down)
- City staff recommends five-year step-up (with no step-down) which allows the City to phase-in increased contributions while managing other budget needs and limitations



ADC Scenarios



Fiscal Year	Cheiron Revised Traditional ADC		Cheiron Revised 3-Year Step-Up & Step-Down		Cheiron Revised 5-Year Step-Up & Step-Down		DPFP Staff Recommendation		City Staff Recommendation	
	3/29/24	Year over Year Variance	4/2/24	Year over Year Variance	4/2/24	Year over Year Variance	4/2/24	Year over Year Variance	4/2/24	Year over Year Variance
2024	\$ 184,733,285		\$ 184,733,285		\$ 184,733,285		\$ 184,733,285		\$ 184,733,285	
2025	\$ 251,429,000	\$ 66,695,715	\$ 211,545,000	\$ 26,811,715	\$ 203,084,000	\$ 18,350,715	\$ 210,645,000	\$ 25,911,715	\$ 202,120,000	\$ 17,386,715
2026	\$ 256,948,000	\$ 5,519,000	\$ 238,703,000	\$ 27,158,000	\$ 222,019,000	\$ 18,935,000	\$ 236,859,000	\$ 26,214,000	\$ 220,042,000	\$ 17,922,000
2027	\$ 262,749,000	\$ 5,801,000	\$ 267,042,000	\$ 28,339,000	\$ 241,728,000	\$ 19,709,000	\$ 264,207,000	\$ 27,348,000	\$ 238,689,000	\$ 18,647,000
2028	\$ 268,804,000	\$ 6,055,000	\$ 272,208,000	\$ 5,166,000	\$ 262,469,000	\$ 20,741,000	\$ 269,303,000	\$ 5,096,000	\$ 258,315,000	\$ 19,626,000
2029	\$ 275,029,000	\$ 6,225,000	\$ 277,556,000	\$ 5,348,000	\$ 284,184,000	\$ 21,715,000	\$ 274,577,000	\$ 5,274,000	\$ 278,863,000	\$ 20,548,000
2030	\$ 281,433,000	\$ 6,404,000	\$ 283,095,000	\$ 5,539,000	\$ 289,889,000	\$ 5,705,000	\$ 280,042,000	\$ 5,465,000	\$ 284,434,000	\$ 5,571,000
2031	\$ 288,000,000	\$ 6,567,000	\$ 289,703,000	\$ 6,608,000	\$ 296,667,000	\$ 6,778,000	\$ 286,574,000	\$ 6,532,000	\$ 291,076,000	\$ 6,642,000
2032	\$ 294,722,000	\$ 6,722,000	\$ 296,467,000	\$ 6,764,000	\$ 303,605,000	\$ 6,938,000	\$ 293,260,000	\$ 6,686,000	\$ 297,875,000	\$ 6,799,000
2033	\$ 301,667,000	\$ 6,945,000	\$ 303,456,000	\$ 6,989,000	\$ 310,772,000	\$ 7,167,000	\$ 300,168,000	\$ 6,908,000	\$ 304,899,000	\$ 7,024,000
2034	\$ 308,796,000	\$ 7,129,000	\$ 310,630,000	\$ 7,174,000	\$ 318,129,000	\$ 7,357,000	\$ 307,260,000	\$ 7,092,000	\$ 312,109,000	\$ 7,210,000
2035	\$ 316,113,000	\$ 7,317,000	\$ 317,993,000	\$ 7,363,000	\$ 325,680,000	\$ 7,551,000	\$ 314,539,000	\$ 7,279,000	\$ 319,509,000	\$ 7,400,000
2036	\$ 323,647,000	\$ 7,534,000	\$ 325,573,000	\$ 7,580,000	\$ 333,452,000	\$ 7,772,000	\$ 322,033,000	\$ 7,494,000	\$ 327,127,000	\$ 7,618,000
2037	\$ 331,388,000	\$ 7,741,000	\$ 333,363,000	\$ 7,790,000	\$ 341,439,000	\$ 7,987,000	\$ 329,734,000	\$ 7,701,000	\$ 334,955,000	\$ 7,828,000
2038	\$ 339,295,000	\$ 7,907,000	\$ 341,319,000	\$ 7,956,000	\$ 349,597,000	\$ 8,158,000	\$ 337,600,000	\$ 7,866,000	\$ 342,952,000	\$ 7,997,000
2039	\$ 347,425,000	\$ 8,130,000	\$ 349,500,000	\$ 8,181,000	\$ 357,984,000	\$ 8,387,000	\$ 345,687,000	\$ 8,087,000	\$ 351,173,000	\$ 8,221,000
2040	\$ 355,761,000	\$ 8,336,000	\$ 357,887,000	\$ 8,387,000	\$ 366,584,000	\$ 8,600,000	\$ 353,980,000	\$ 8,293,000	\$ 359,602,000	\$ 8,429,000
2041	\$ 364,405,000	\$ 8,644,000	\$ 366,585,000	\$ 8,698,000	\$ 375,500,000	\$ 8,916,000	\$ 362,580,000	\$ 8,600,000	\$ 368,343,000	\$ 8,741,000
2042	\$ 373,366,000	\$ 8,961,000	\$ 375,600,000	\$ 9,015,000	\$ 384,738,000	\$ 9,238,000	\$ 371,495,000	\$ 8,915,000	\$ 377,402,000	\$ 9,059,000
2043	\$ 382,512,000	\$ 9,146,000	\$ 384,802,000	\$ 9,202,000	\$ 394,168,000	\$ 9,430,000	\$ 380,594,000	\$ 9,099,000	\$ 386,649,000	\$ 9,247,000
2044	\$ 392,021,000	\$ 9,509,000	\$ 394,369,000	\$ 9,567,000	\$ 403,968,000	\$ 9,800,000	\$ 390,055,000	\$ 9,461,000	\$ 396,261,000	\$ 9,612,000
2045	\$ 401,862,000	\$ 9,841,000	\$ 404,268,000	\$ 9,899,000	\$ 414,108,000	\$ 10,140,000	\$ 399,847,000	\$ 9,792,000	\$ 406,208,000	\$ 9,947,000
2046	\$ 412,031,000	\$ 10,169,000	\$ 414,497,000	\$ 10,229,000	\$ 424,583,000	\$ 10,475,000	\$ 409,965,000	\$ 10,118,000	\$ 416,486,000	\$ 10,278,000
2047	\$ 422,331,000	\$ 10,300,000	\$ 424,859,000	\$ 10,362,000	\$ 435,197,000	\$ 10,614,000	\$ 420,214,000	\$ 10,249,000	\$ 426,898,000	\$ 10,412,000
2048	\$ 432,889,000	\$ 10,558,000	\$ 435,480,000	\$ 10,621,000	\$ 446,076,000	\$ 10,879,000	\$ 430,719,000	\$ 10,505,000	\$ 437,569,000	\$ 10,671,000
2049	\$ 443,712,000	\$ 10,823,000	\$ 446,368,000	\$ 10,888,000	\$ 457,229,000	\$ 11,153,000	\$ 441,488,000	\$ 10,769,000	\$ 448,510,000	\$ 10,941,000
2050	\$ 454,805,000	\$ 11,093,000	\$ 457,527,000	\$ 11,159,000	\$ 440,760,000	\$ (16,469,000)	\$ 452,525,000	\$ 11,037,000	\$ 459,723,000	\$ 11,213,000
2051	\$ 466,174,000	\$ 11,369,000	\$ 468,965,000	\$ 11,438,000	\$ 423,180,000	\$ (17,580,000)	\$ 463,838,000	\$ 11,313,000	\$ 471,215,000	\$ 11,492,000
2052	\$ 477,829,000	\$ 11,655,000	\$ 436,151,000	\$ (32,814,000)	\$ 404,446,000	\$ (18,734,000)	\$ 475,433,000	\$ 11,595,000	\$ 482,995,000	\$ 11,780,000
2053	\$ 489,775,000	\$ 11,946,000	\$ 401,403,000	\$ (34,748,000)	\$ 384,512,000	\$ (19,934,000)	\$ 487,320,000	\$ 11,887,000	\$ 495,070,000	\$ 12,075,000
2054	\$ 502,019,000	\$ 12,244,000	\$ 364,645,000	\$ (36,758,000)	\$ 363,328,000	\$ (21,184,000)	\$ 499,503,000	\$ 12,183,000	\$ 507,447,000	\$ 12,377,000
2055	\$ 71,007,000	\$ (431,012,000)	\$ 71,007,000	\$ (293,638,000)	\$ 71,007,000	\$ (292,321,000)	\$ 71,007,000	\$ (428,496,000)	\$ 71,007,000	\$ (436,440,000)

When comparing the 5-year step-up and 3-year step-up scenarios, City staff's recommendation is lower annual City contributions in FY25, FY26, FY27, and FY28, but higher contributions beginning in FY29.





Uniform Employee Contributions

- Uniform employees and City both make contributions into DFPF to support pension benefits
- As result of HB3158, contribution rates increased including required contributions by City
- Once DFPF is fully-funded, employee contribution rate is scheduled to decrease to 50% of normal cost
- Cheiron suggested as funding improves, grade employee rate down to 50% of normal cost beginning in 2039, and shift more cost to City sooner
- City staff recommends no change to employee contribution rates or HB3158 criteria

Year (1/1)	City Contribution Rate	Employee Contribution Rate
2003	29%	6%
2004	31%	7%
2005	31%	6%
2006	31%	6%
2007	32%	6%
2008	32%	6%
2009	31%	6%
2010	29%	5%
2011	28%	5%
2012	30%	6%
2013	29%	7%
2014	29%	8%
2015	30%	7%
2016	33%	7%
2017	35%	9%
2018	43%	14%
2019	43%	14%
2020	41%	14%
2021	39%	14%
2022	39%	14%



Note: HB3158 established required contribution amounts for the City for FY18 through FY24. The percentage has fluctuated based on salary increases and hiring while still fulfilling the HB3158 required contribution amounts.

Cost of Living Adjustment (COLA) Background



- Prior to HB3158
 - Automatic 4% Simple COLA if hired prior to 1/1/2007
 - Ad Hoc Simple COLA up to 4% if hired after 12/31/2006
 - DROP accounts had guaranteed rate of return, but were not included in COLA calculations
- After HB3158
 - COLA is subject to Board approval and can only be granted if funded percentage greater than 70%
 - 2023 valuation projects first COLA in 2073
 - With revised funding plan, first COLA expected to be paid about 2046
 - Ad Hoc Simple COLA that depends on investment returns (not inflation)
 - 5-year average return minus 5%
 - Maximum of 4%
 - Although COLA is ad hoc and not considered substantially automatic, current assumption of annual 1.5% COLA beginning in 2046 adds \$128m to initial unfunded actuarial liability and increases City's annual cost

Year (1/1)	Rate of Return on Market Value of Assets	COLA
2001	-7.8%	4.00%
2002	-12.3%	4.00%
2003	31.7%	4.00%
2004	14.0%	4.00%
2005	10.8%	4.00%
2006	14.6%	4.00%
2007	8.9%	4.00%
2008	-24.8%	4.00%
2009	13.8%	4.00%
2010	10.7%	4.00%
2011	-1.8%	4.00%
2012	9.9%	4.00%
2013	7.7%	4.00%
2014	-5.4%	4.00%
2015	-8.5%	4.00%
2016	6.8%	4.00%
2017	4.7%	0.00%
2018	2.1%	0.00%
2019	6.3%	0.00%
2020	-0.4%	0.00%
2021	17.0%	0.00%
2022	-11.5%	0.00%



COLA – City Staff Recommendation



- City staff recommends continued compliance with HB3158 that provides ad hoc COLA once DFPF is 70% funded
- Staff supports modifying the HB3158 COLA methodology
 - Current: 5-year average return less 5%, not to exceed 4% per year
 - Current actuarial assumption is 1.5% per year
 - Alternative: based on CPI, not to exceed 1.5% per year
 - No change to current actuarial assumption
 - Future adjustment: contingent on City providing significant lump sum contribution or providing additional ongoing source of revenue, City may increase maximum ad hoc simple COLA based on CPI from 1.5% to 3.0%
 - Since contingent on new funding sources, will not be reflected in current actuarial assumption



COLA – DFPF Staff Recommendation



- DFPF staff recommends modifying current COLA methodology
 - Change ad hoc COLA to automatic COLA
 - Implement minimum 70% Purchasing Power model presented by Cheiron that sets retirees' base pension in 2024
 - Provide 1.5% annual COLA once 70% funded
 - Value of pension will erode over time and as 1.5% COLA may not keep up with inflation
 - Once value of pension is 70% of base year, provide at least 1.5% COLA or higher amount based on CPI with no maximum or cap which will ensure that the value of pension does not fall below 70% purchasing power



Supplemental Pay – City Staff Recommendation



- HB3158 suspended COLA until DFPF reaches 70% funding (forecast to be 2046)
- City staff recommends two-part supplemental pay to bridge 2025 to 2046
 - Provide 1% increase to retiree base pension in 2025 (for all retirees as of December 31, 2024)
 - Provide additional 1% per year as 13th check that does not add to retiree base pension, and contingent on DFPF having a positive return (2026-2046)



Supplemental Pay – DPFP Staff Recommendation



- DPFP staff supports automatic annual 13th check based on \$5 x years of service x years in retirement since 2017, payable until plan is 70% funded
 - While it does not add to base, it increases each year as each retiree has an additional year in retirement
 - Cost to City is forecast to be more than three times the cost of City's recommendation for supplemental pay



Comparison of Recommendations



- City staff recommendation
 - ADC with five-year step-up
 - Modify COLA based on CPI not to exceed 1.5%
 - Future opportunity to increase COLA based on CPI not to exceed 3.0% contingent on additional City funding
 - Supplemental pay 1% increase to pension base in 2025
 - Supplemental pay 1% per year as 13th check 2026 until 70% funded
- DFPF staff recommendation
 - ADC with three-year step-up
 - Modify COLA based on 70% Purchasing Power
 - Supplemental Pay (\$5 x year of service x year retired since 2017)



Comparison of Cost

- City will contribute approximately \$11.2B over 30-year period
- DFPF recommended changes will require City to contribute over \$11.6B over 30-years
- DFPF recommendation costs \$419M more over 30-year period than recommended by City staff

	DPFP Staff Recommendation	Year over Year Increase	City Staff Recommendation	Year over Year Increase	Annual Variance - City & DFPF Recommendations
2024	\$ 184,000,000		\$ 184,000,000		\$ -
2025	\$ 215,433,000	\$ 31,433,000	\$ 202,509,000	\$ 18,509,000	\$ 12,924,000
2026	\$ 247,449,000	\$ 32,016,000	\$ 221,214,000	\$ 18,705,000	\$ 26,235,000
2027	\$ 280,885,000	\$ 33,436,000	\$ 240,683,000	\$ 19,469,000	\$ 40,202,000
2028	\$ 286,316,000	\$ 5,431,000	\$ 261,176,000	\$ 20,493,000	\$ 25,140,000
2029	\$ 291,926,000	\$ 5,610,000	\$ 282,632,000	\$ 21,456,000	\$ 9,294,000
2030	\$ 297,706,000	\$ 5,780,000	\$ 288,274,000	\$ 5,642,000	\$ 9,432,000
2031	\$ 304,579,000	\$ 6,873,000	\$ 294,993,000	\$ 6,719,000	\$ 9,586,000
2032	\$ 311,599,000	\$ 7,020,000	\$ 301,867,000	\$ 6,874,000	\$ 9,732,000
2033	\$ 318,876,000	\$ 7,277,000	\$ 308,971,000	\$ 7,104,000	\$ 9,905,000
2034	\$ 326,342,000	\$ 7,466,000	\$ 316,262,000	\$ 7,291,000	\$ 10,080,000
2035	\$ 334,018,000	\$ 7,676,000	\$ 323,752,000	\$ 7,490,000	\$ 10,266,000
2036	\$ 341,937,000	\$ 7,919,000	\$ 331,457,000	\$ 7,705,000	\$ 10,480,000
2037	\$ 350,083,000	\$ 8,146,000	\$ 339,379,000	\$ 7,922,000	\$ 10,704,000
2038	\$ 358,397,000	\$ 8,314,000	\$ 347,471,000	\$ 8,092,000	\$ 10,926,000
2039	\$ 366,956,000	\$ 8,559,000	\$ 355,791,000	\$ 8,320,000	\$ 11,165,000
2040	\$ 375,723,000	\$ 8,767,000	\$ 364,322,000	\$ 8,531,000	\$ 11,401,000
2041	\$ 384,807,000	\$ 9,084,000	\$ 373,168,000	\$ 8,846,000	\$ 11,639,000
2042	\$ 394,230,000	\$ 9,423,000	\$ 382,337,000	\$ 9,169,000	\$ 11,893,000
2043	\$ 403,850,000	\$ 9,620,000	\$ 391,694,000	\$ 9,357,000	\$ 12,156,000
2044	\$ 413,855,000	\$ 10,005,000	\$ 401,422,000	\$ 9,728,000	\$ 12,433,000
2045	\$ 424,215,000	\$ 10,360,000	\$ 411,491,000	\$ 10,069,000	\$ 12,724,000
2046	\$ 434,920,000	\$ 10,705,000	\$ 421,896,000	\$ 10,405,000	\$ 13,024,000
2047	\$ 445,792,000	\$ 10,872,000	\$ 432,443,000	\$ 10,547,000	\$ 13,349,000
2048	\$ 456,938,000	\$ 11,146,000	\$ 443,254,000	\$ 10,811,000	\$ 13,684,000
2049	\$ 468,361,000	\$ 11,423,000	\$ 454,336,000	\$ 11,082,000	\$ 14,025,000
2050	\$ 480,070,000	\$ 11,709,000	\$ 465,697,000	\$ 11,361,000	\$ 14,373,000
2051	\$ 492,073,000	\$ 12,003,000	\$ 477,337,000	\$ 11,640,000	\$ 14,736,000
2052	\$ 504,374,000	\$ 12,301,000	\$ 489,272,000	\$ 11,935,000	\$ 15,102,000
2053	\$ 516,983,000	\$ 12,609,000	\$ 501,503,000	\$ 12,231,000	\$ 15,480,000
2054	\$ 529,908,000	\$ 12,925,000	\$ 514,041,000	\$ 12,538,000	\$ 15,867,000
2055	\$ 72,072,000	\$ (457,836,000)	\$ 71,007,000	\$ (443,034,000)	\$ 1,065,000
Total	\$ 11,614,673,000		\$ 11,195,651,000		\$ 419,022,000



Comparison of Budget Impact (In Million Dollars)



City Staff Recommendation

	FY25	FY26	FY27	FY28
GF Revenues	\$1,914.6	\$1,995.3	\$2,076.5	\$2,160.5
Other Expenses	1,750.5	1,812.6	1,875.8	1,938.2
DPFP Expense	202.5	221.2	240.7	261.2
GF Expenses	1,953.0	2,033.8	2,116.5	2,199.4
Surplus/(Shortfall)	(38.4)	(38.5)	(40.0)	(38.9)

DPFP Staff Recommendation

	FY25	FY26	FY27	FY28
GF Revenues	\$1,914.6	\$1,995.3	\$2,076.5	\$2,160.5
Other Expenses	1,750.5	1,812.6	1,875.8	1,938.2
DPFP Expense	215.4	247.4	280.9	286.3
GF Expenses	1,965.9	2,060.0	2,156.7	2,224.5
Surplus/(Shortfall)	(51.3)	(64.7)	(80.2)	(64.0)



Additional Oversight Recommendation



- City's current oversight of DPFP is through 6 of 11 board members that are appointed by the Mayor
 - Board members have fiduciary responsibility to DPFP not City
- Additional oversight will ensure City can manage pension contribution increases that become a liability of City – examples include:
 - City approval required for items that substantially increase City's liability including changes to benefits, changes to actuarial assumptions such as discount rate, settling lawsuits, etc.
 - In any year, City contributions (in excess of the baseline 30-year UAL schedule) exceeding +/-5% will be layered and amortized within the ADC model
 - Annually, DPFP and City will separately calculate ADC, and City will make contributions according to DPFP calculation unless a 2% or greater variance exists in which case an average will be used if not resolved through a reconciliation period



Additional Funding Strategies for Policy Discussion



- Staff has been asked to research four additional strategies for additional City funding
 1. Monetize assets
 2. Issue Pension Obligation Bonds (POB)
 3. Shift 0.25% of sales tax rate from DART to City
 4. Increase property tax rate with voter approval (tax ratification election)



Additional Funding Strategies for Policy Discussion



1. Monetize assets

- Staff identified 10 initial properties to consider for monetization
- May to September 2024 – engage consultants to value the property and develop recommendations
- October to December 2024 – present findings to GPFM and City Council
- Beginning in January 2025 – implement direction from City Council
- Proceeds from monetization efforts would be transferred to DPFP as lump sum contributions that would reduce City's initial 30-year UAL amortization schedule and create additional financial capacity for City





2. Issue Pension Obligation Bonds (POB)

- Financial capacity exists to issue \$400M POB between 2025 and 2029 with additional financial capacity growth in future years
- Bond Counsel has been asked to confirm that voter-approval is required, and that debt service can be paid from the property tax interest and sinking fund
- Consider seeking voter-approval and issuing POB debt once certain triggers are met
 - Seeking recommendation from financial advisors on appropriate triggers
- Proceeds from POB debt issuance would be transferred to DPFP as lump sum contributions that would reduce City's initial 30-year UAL amortization schedule and create additional financial capacity for City



Additional Funding Strategies for Policy Discussion



3. Shift 0.25% of sales tax rate from DART to City

- Current sales tax rate is 8.25% with 6.25% going to the State and the 2% local option being allocated to the City (1%) and DART (1%)
- In FY23, 1% resulted in \$425.5M for the City (0.25% equals \$106.4M)
- Other DART member cities expressed interest in reallocation of sales tax rate from DART to their City
- Reducing the 1% allocated to DART would at a minimum require DART board approval and may require State legislative and/or voter approval
- For the City's 1% allocation to increase, voter-approval would be required
- Reallocation of 0.25% of sales tax would provide over \$100M recurring revenue that could allow for increased contributions to DPFP



Additional Funding Strategies for Policy Discussion



4. Increase property tax rate with voter approval (tax ratification election)

- Staff will recommend a budget that increases City's contribution to DPFP to ensure full-funding in 30-years in accordance with PRB requirements
- As an alternative, City Council could consider a separate budget package for additional DPFP contributions that is supported by a property tax rate increase that exceeds the 3.5% cap (2019 SB2) which would require voter-approval
- November 2024 election must be called by City Council no later than August 14, 2024
- Each 1.0¢ property tax rate generates approximately \$20M revenue
- Increased property tax rate could be recurring revenue that could allow for increased contributions to DPFP



Summary of City Staff Recommendations



- ADC with five-year step-up
- No change to employee contribution rates
- Continue compliance with HB3158 that requires 70% funding before ad hoc simple COLA is available
 - Modify COLA methodology to be based on CPI not to exceed 1.5% *
 - Increase COLA to not to exceed 3% contingent on either lump sum contribution or additional revenue stream from the City *
- Offer supplemental pay to bridge 2025 to 2046 (forecast 70% funding threshold)
 - 1% increase added to retiree base in 2025
 - Additional 1% per year as 13th check contingent on DPFP positive returns (not added to base)
- Strengthen City oversight
- Continue efforts to realize lump sum contribution and/or on-going revenue stream
- Continue work with DPFP staff towards consensus on plan



*Note: May require legislative change.

Next Steps



- May 23 – Ad Hoc Committee meeting (DPFP)
 - Receive committee feedback on recommendations and receive policy guidance
- June 5 – City Council briefing on pension funding
- June 6 – Ad Hoc Committee meeting (ERF)
- June 12 – City Council action to approve funding soundness restoration plan (first opportunity)
- June 18 – City Council briefing on pension funding
- June 26 – City Council action to approve funding soundness restoration plan (second opportunity)
- August 7 – City Council briefing (if necessary related to November 2024 election)
- August 14 – City Council action to call November 2024 election (if necessary)

The City is fully committed to ensuring the funding soundness of DPFP, and protection of the pension benefits for all City employees and retirees.





City of Dallas

**Dallas Police and Fire
Pension System:
Funding Soundness
Restoration Plan Update
and Consideration of
Recommendations**

**Ad Hoc Committee on Pensions
May 23, 2024**

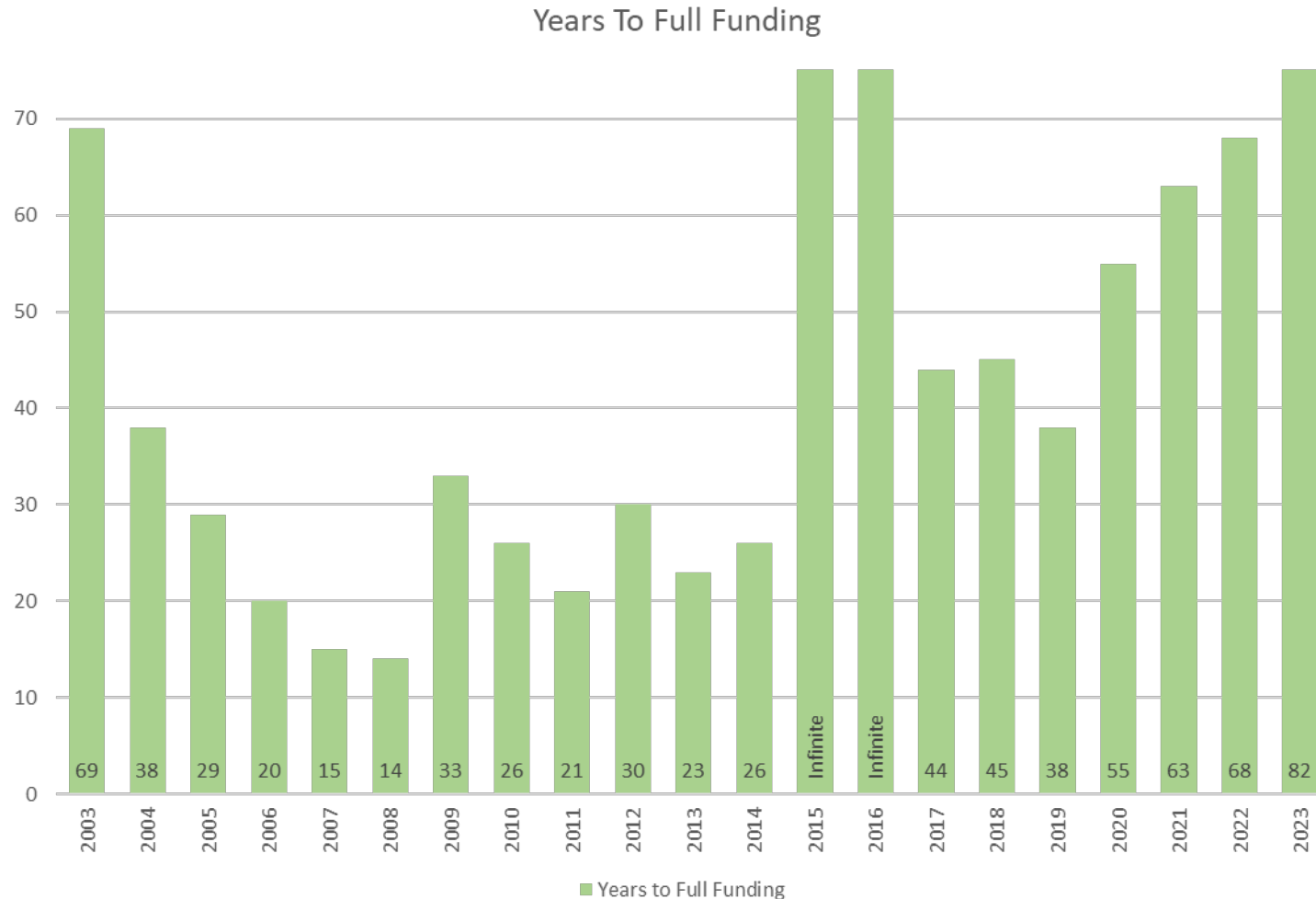
Jack Ireland
Chief Financial Officer



Appendix



DPFP – History and Update



As of 1/1/23, DPFP is projected to be fully funded in 82 years.

HB3158 requires a funding plan be submitted to PRB by 11/1/24.

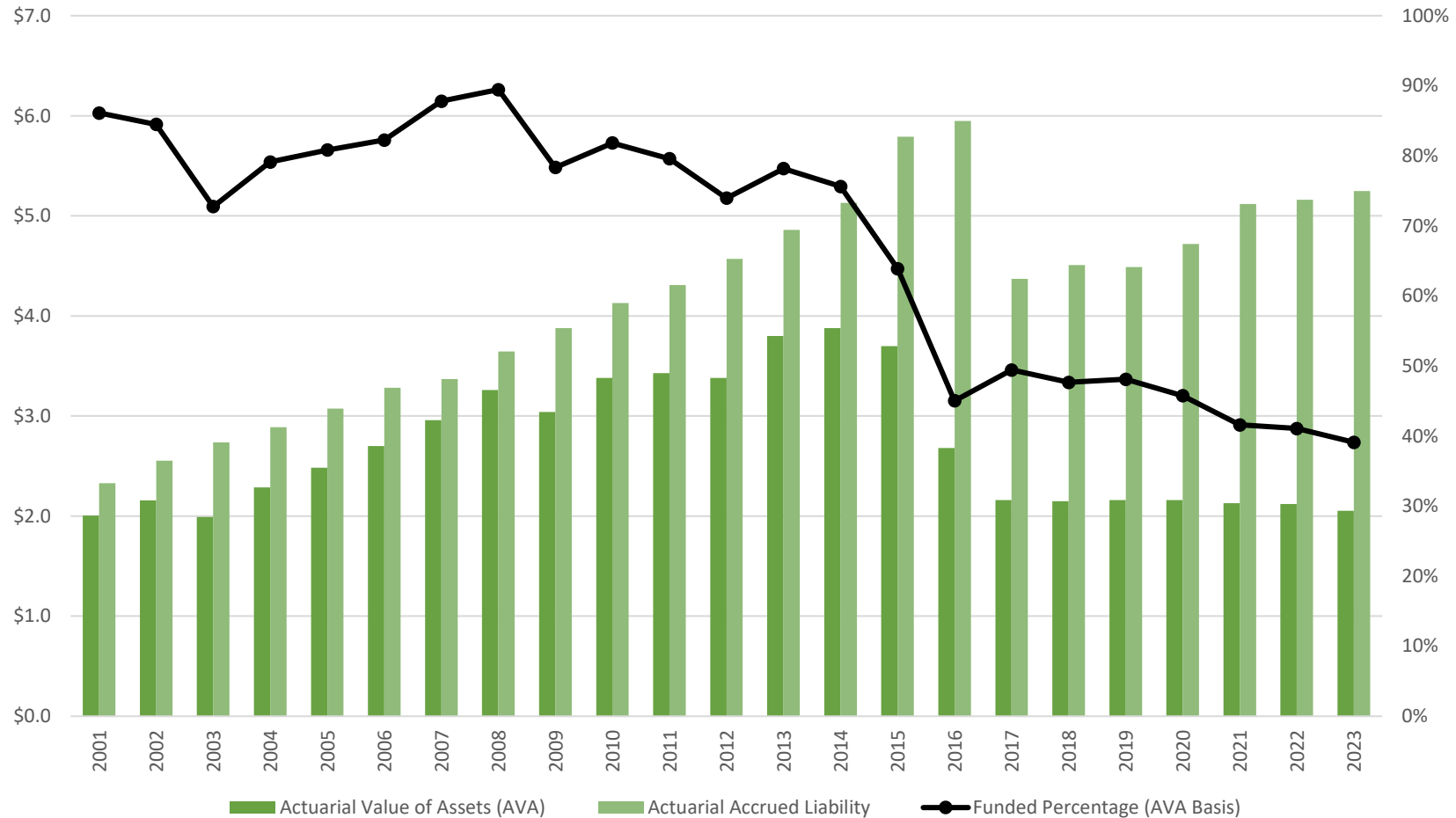
PRB requires a FSRP be submitted by 9/1/25 that achieves full-funding within 30-year.



DPFP – History and Update



Assets vs Liabilities (\$ Billions)



DPFP dropped from 41.1% funded as of 1/1/22 to 39.1% funded as of 1/1/23.



ADC Core Elements



Element #1 – Unfunded Actuarial Liability (UAL)

- Amortize current unfunded liability over 30 years
- Include expected future administrative expenses
- Amortization schedule will be fixed and not change
- Future lump sum contributions will reduce UAL amortization schedule

Element #2 – Normal Cost

- Ongoing City normal cost
- Reflects value of additional accrued liability of active employees in the plan
- Normal Cost can be forecasted for 30 years, but will be affected by pay increases and changes to other actuarial assumptions, such as Discount Rate

Element #3 – Additional Layers for Gains/Losses

- As asset or liability experience deviates from assumptions, or assumptions are changed, new gains or losses emerge
- New amortization layers are added for emerging gains or losses
- Will be amortized to 2055, or over 20 years beginning in 2036
- Cost of additional layers are not yet known



Budget Impact Scenarios



	FY25 Planned Budget	Police & Fire \$1,129.7m	Non-Police/Fire \$784.9m	Tax Rate	Total
Traditional ADC Scenario	Consideration #1	3.5% - \$39.54m	3.5% - \$27.47m		\$67m
	Consideration #2	2% - \$22.6m	5.7% - \$44.43m		\$67m
	Consideration #3	1% - \$11.3m	7.1% - \$55.73m		\$67m
	Consideration #4	0% - \$0	8.5% - \$67m		\$67m
	Consideration #5			3.25¢	\$67m
5-Year Step-Up Scenario	Consideration #A	0.9% - \$10.17m	0.9% - \$7.06m		\$17m
	Consideration #B	0% - \$0	2.2% - \$17.3m		\$17m
	Consideration #C			0.83¢	\$17m

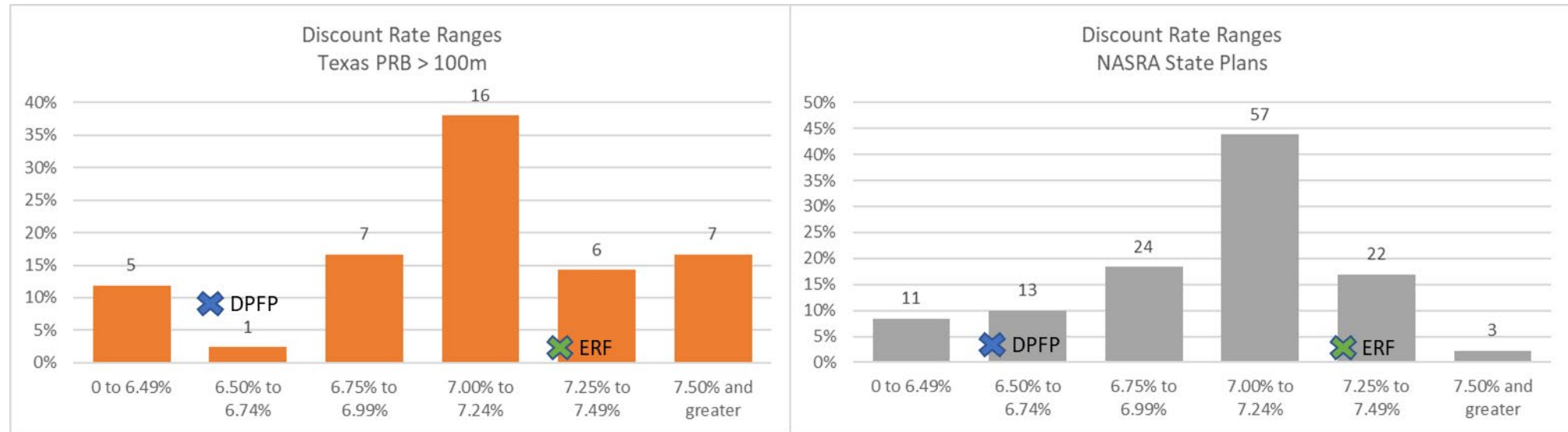
Note: Each 1.0¢ tax rate is equal to \$20.6m revenue.





Peer Discount Rate Distribution

Out of 42 Plans in Texas with over \$100M in Assets, DPFPP has the 6th lowest Discount Rate Assumption. ERF is tied for 10th highest (with 4 other plans at 7.25%). The distribution for NASRA State Plans is similar.



Texas PRB Plans with Assets Over \$100M, Sorted by Discount Rate



Plan	Discount Rate	Funded Ratio*	Plan	Discount Rate	Funded Ratio*	Plano Retirement Security Plan	Discount Rate	Funded Ratio*
El Paso Police Pension Fund	7.75%	81.8%	Fort Worth Employees' Retirement Fund	7.00%	54.8%	Houston Firefighters' Relief & Retirement Fund	7.00%	95.4%
El Paso Firemen's Pension Fund	7.75%	82.6%	Law Enforcement & Custodial Officer Supplemental Retirement Fund	7.00%	58.6%	Austin Employees' Retirement System	6.75%	64.1%
Beaumont Firemen's Relief & Retirement Fund	7.50%	55.4%	Houston Municipal Employees Pension System	7.00%	65.8%	DART Employees' Defined Benefit Retirement Plan & Trust	6.75%	84.5%
Lubbock Fire Pension Fund	7.50%	70.8%	Employees Retirement System of Texas	7.00%	68.9%	Denton Firemen's Relief & Retirement Fund	6.75%	88.8%
Texas Emergency Services Retirement System	7.50%	84.3%	San Antonio Metropolitan Transit Retirement Plan	7.00%	71.0%	Texas Municipal Retirement System	6.75%	89.7%
Texas County & District Retirement System	7.50%	88.6%	Lower Colorado River Authority Retirement Plan	7.00%	74.4%	JPS Pension Plan - Tarrant County Hospital District	6.75%	96.8%
Amarillo Firemen's Relief & Retirement Fund	7.50%	94.8%	University Health System Pension Plan	7.00%	77.0%	Plano Retirement Security Plan Retirement Plan for Citizens Medical Center	6.75%	115.4%
Laredo Firefighters Retirement System	7.40%	59.1%	Teacher Retirement System of Texas	7.00%	79.0%	Dallas Police & Fire Pension System-Combined Plan	6.50%	41.1%
Austin Fire Fighters Relief & Retirement Fund	7.30%	86.9%	Dallas/Fort Worth Airport Board Retirement Plan	7.00%	84.5%	Houston MTA Non-Union Pension Plan	6.25%	64.5%
Austin Police Retirement System	7.25%	60.1%	Judicial Retirement System of Texas Plan Two	7.00%	86.2%	Houston MTA Workers Union Pension Plan	6.25%	70.5%
Dallas Employees' Retirement Fund	7.25%	73.3%	Dallas/Fort Worth Airport Board DPS Retirement Plan	7.00%	87.2%	Dallas County Hospital District Retirement Income Plan	6.00%	73.3%
City of El Paso Employees Retirement Trust	7.25%	80.9%	Houston Police Officers' Pension System	7.00%	87.5%	Port of Houston Authority Retirement Plan	6.00%	89.4%
San Antonio Fire & Police Pension Fund	7.25%	88.6%	CPS Energy Pension Plan	7.00%	87.6%	Harris County Hospital District Pension Plan	5.75%	76.1%
Corpus Christi Fire Fighters' Retirement System	7.15%	63.0%	Irving Firemen's Relief & Retirement Fund	7.00%	90.8%			

*Funded Ratio as of FY22

Note 1: For plan funding purposes, the Discount Rate is equal to the Long-Term Expected Rate of Return on Asset assumption.

Note 2: For DFPF, 6.5% discount rate adds approximately \$450M to the Unfunded Actuarial Liability compared to a 7.25% discount rate.





TEXAS PENSION REVIEW BOARD

INVESTMENT COMMITTEE MEETING

MAY 2, 2024

TEXAS PENSION REVIEW BOARD
P.O. BOX 13498
AUSTIN, TX 78711-3498

(512) 463-1736
WWW.PR.B.TEXAS.GOV



Investment Data Returns and Expenses Report
May 2, 2024
(Dollars in Millions) (Fees as Percent of Net Total Assets)



System	Fiscal Year End	Net Total Assets	Funded Ratio	Investment Return Assumption	1-Year Net Return	3-Year Net Return	10-Year Net Return	SB 322 Total Direct & Indirect Expenses	SB 322 Total Investment Expense	Annual Audit Investment Expense	10YR Return Vs Assumption
Nacogdoches County Hospital District	6/30/2021	\$51	82.50%	4.99%	22.63%	10.44%	8.87%	N/A	N/A	0.00%	3.88%
Law Enforcement & Custodial Off Sup. Ret. Fund	8/31/2022	\$1,042	43.38%	7.00%	-1.59%	9.66%	8.30%	0.85%	0.86%	0.15%	3.85%
Judicial Retirement System of Texas Plan Two	8/31/2022	\$566	78.65%	7.00%	-1.59%	9.66%	8.30%	0.85%	0.86%	0.13%	2.53%
Houston Municipal Employees Pension System	6/30/2023	\$4,072	71.46%	7.00%	6.00%	15.52%	9.27%	1.08%	1.16%	0.24%	2.27%
Amarillo Firemen's Relief & Retirement Fund	12/31/2022	\$218	90.80%	7.50%	-14.66%	6.93%	9.28%	0.28%	0.32%	0.32%	1.78%
Harris County Hospital District Pension Plan	12/31/2022	\$821	70.46%	5.75%	-16.58%	3.23%	7.35%	0.24%	0.30%	0.00%	1.60%
Guadalupe Regional Medical Center	12/31/2022	\$94	90.31%	6.75%	-15.09%	3.48%	8.12%	0.19%	0.23%	0.08%	1.37%
Sweeny Community Hospital	12/31/2022	\$3	82.96%	5.75%	-16.69%	1.72%	7.08%	0.19%	0.23%	0.09%	1.33%
Houston Police Officers' Pension System	6/30/2023	\$7,208	91.34%	7.00%	7.80%	12.00%	8.30%	2.20%	2.21%	0.11%	1.30%
Teacher Retirement System of Texas	8/31/2022	\$184,186	75.62%	7.00%	-6.72%	7.73%	8.14%	1.25%	1.34%	0.14%	1.14%
Citizens Medical Center	2/28/2023	\$140	108.49%	6.75%	-6.75%	7.21%	7.81%	0.17%	0.21%	0.08%	1.06%
Denton Firemen's Relief & Retirement Fund	12/31/2022	\$137	89.80%	6.75%	-4.62%	7.88%	7.76%	0.14%	0.32%	0.26%	1.01%
Employees Retirement System of Texas	8/31/2023	\$34,050	70.95%	7.00%	6.72%	9.63%	7.99%	0.66%	0.68%	0.11%	0.99%
University Health System Pension Plan	12/31/2022	\$527	71.60%	7.00%	-11.99%	5.65%	7.92%	0.49%	0.58%	0.29%	0.92%
Texas County & District Retirement System	12/31/2022	\$41,969	N/A	7.50%	-5.80%	8.29%	8.27%	0.79%	0.82%	0.12%	0.77%
City of El Paso Employees Retirement Trust	8/31/2022	\$908	81.20%	7.25%	-5.27%	9.10%	7.91%	0.55%	0.60%	0.27%	0.66%
Houston Firefighters' Relief & Retirement Fund	6/30/2023	\$5,109	98.87%	7.25%	4.11%	11.61%	7.86%	0.98%	1.16%	0.18%	0.61%
Plano Retirement Security Plan	12/31/2022	\$186	92.83%	6.75%	-15.19%	3.90%	7.29%	0.34%	0.40%	0.22%	0.54%
San Antonio Metropolitan Transit Retirement Plan	9/30/2023	\$338	65.96%	7.00%	10.10%	4.74%	7.48%	0.44%	0.47%	0.46%	0.48%
Galveston Wharves Pension Plan	12/31/2022	\$13	79.84%	7.25%	-17.44%	2.54%	7.72%	0.81%	0.81%	0.52%	0.47%
Dallas Co. Hospital Dist. Retirement Income Plan	12/31/2022	\$1,427	66.11%	6.00%	-13.90%	2.97%	6.39%	0.38%	0.42%	0.24%	0.39%
Travis County ESD #6 FRRF	12/31/2022	\$40	81.90%	6.50%	-14.83%	3.22%	6.81%	0.49%	0.73%	0.33%	0.31%
Austin Fire Fighters Relief & Retirement Fund	12/31/2022	\$1,116	80.00%	7.30%	-10.78%	5.80%	7.57%	0.60%	0.63%	0.31%	0.27%
Capital MTA Admin Employees	12/31/2022	\$48	72.42%	6.75%	-14.86%	3.32%	7.02%	0.35%	0.62%	0.09%	0.27%
JPS - Tarrant County Hospital District	9/30/2022	\$370	86.20%	6.75%	-16.41%	2.94%	7.01%	0.33%	0.38%	0.10%	0.26%
Employees of Brownsville Navigation District	12/31/2022	\$9	87.76%	6.00%	-12.80%	3.94%	6.24%	1.02%	1.02%	1.02%	0.24%
CPS Energy Pension Plan	12/31/2022	\$1,919	81.62%	7.00%	-10.51%	4.19%	7.24%	0.63%	0.66%	0.31%	0.24%
Northwest Texas Healthcare System Retirement Plan	9/30/2022	\$19	86.85%	6.00%	-12.61%	4.79%	5.95%	0.19%	0.28%	0.28%	-0.05%
Denison Firemen's Relief & Retirement Fund	12/31/2022	\$20	73.50%	7.50%	-17.61%	2.20%	7.41%	0.22%	0.72%	0.50%	-0.09%
DFW Airport Board DPS	12/31/2022	\$254	82.19%	7.00%	-6.20%	5.60%	6.90%	0.70%	0.70%	0.65%	-0.10%
DFW Airport Board	12/31/2022	\$587	80.11%	7.00%	-6.30%	5.60%	6.90%	0.66%	0.66%	0.66%	-0.10%
El Paso Firemen's Pension Fund	12/31/2022	\$684	75.76%	7.75%	-10.32%	5.01%	7.45%	0.61%	0.65%	0.28%	-0.30%
El Paso Police Pension Fund	12/31/2022	\$979	75.18%	7.75%	-10.32%	5.01%	7.45%	0.61%	0.65%	0.26%	-0.30%
Colorado River Municipal Water Dist.	12/31/2022	\$6	64.81%	5.75%	-15.82%	0.70%	5.44%	0.78%	1.45%	0.00%	-0.31%
Port of Houston Authority Retirement Plan	7/31/2023	\$201	91.84%	6.00%	7.01%	5.87%	5.64%	0.50%	0.66%	0.22%	-0.36%
Irving Firemen's Relief & Retirement Fund	12/31/2022	\$242	82.90%	7.00%	-9.90%	2.80%	6.60%	0.36%	0.46%	0.14%	-0.40%





System	Fiscal Year End	Net Total Assets	Funded Ratio	Investment Return Assumption	1-Year Net Return	3-Year Net Return	10-Year Net Return	SB 322 Total Direct & Indirect Expenses	SB 322 Total Investment Expense	Annual Audit Investment Expense	10YR Return Vs Assumption
DART Employees	9/30/2022	\$183	75.59%	6.64%	-12.01%	4.97%	6.17%	0.29%	0.53%	0.37%	-0.47%
Dallas Employees' Retirement Fund	12/31/2022	\$3,516	54.07%	7.25%	-8.38%	3.92%	6.65%	0.54%	0.56%	0.55%	-0.60%
San Antonio Fire & Police Pension Fund	12/31/2022	\$3,586	80.08%	7.25%	-10.60%	4.60%	6.60%	1.19%	1.22%	0.41%	-0.65%
Houston MTA Workers Union Pension Plan	12/31/2022	\$291	64.26%	6.25%	-14.10%	2.40%	5.60%	0.26%	0.37%	0.29%	-0.65%
Fort Worth Employees' Retirement Fund	9/30/2022	\$2,504	49.69%	7.00%	-8.80%	5.41%	6.35%	1.00%	1.08%	0.23%	-0.65%
Fort Worth Employees' Retirement Fund Staff Plan	9/30/2022	\$8	69.41%	7.00%	-8.67%	5.41%	6.35%	1.00%	1.08%	0.22%	-0.65%
Lubbock Fire Pension Fund	12/31/2022	\$240	68.90%	7.50%	-4.72%	7.10%	6.79%	0.72%	0.78%	0.07%	-0.71%
Austin Employees' Retirement System	12/31/2022	\$2,960	50.30%	6.75%	-15.58%	1.86%	6.02%	0.28%	0.31%	0.19%	-0.73%
Corpus Christi Regional Transportation Authority	12/31/2022	\$43	79.41%	7.00%	-14.71%	3.26%	6.26%	0.59%	0.59%	0.00%	-0.74%
Texas Municipal Retirement System	12/31/2022	\$35,600	N/A	6.75%	-7.35%	4.02%	5.93%	1.31%	1.33%	0.08%	-0.82%
Houston MTA Non-Union Pension Plan	12/31/2022	\$177	56.49%	6.25%	-14.00%	2.30%	5.40%	0.28%	0.31%	0.31%	-0.85%
Texas Emergency Services Retirement System	8/31/2022	\$124	75.20%	7.50%	-13.21%	4.75%	6.62%	0.62%	0.75%	0.42%	-0.88%
Beaumont Firemen's Relief & Retirement Fund	12/31/2022	\$104	40.65%	7.50%	-15.56%	3.69%	6.60%	0.67%	0.78%	0.62%	-0.90%
Wichita Falls Firemen's Relief & Retirement Fund	12/31/2022	\$51	41.46%	7.50%	-14.21%	4.10%	6.59%	0.92%	0.97%	0.84%	-0.91%
Austin Police Retirement System	12/31/2022	\$933	55.21%	7.25%	-11.54%	5.14%	6.27%	0.83%	0.88%	0.21%	-0.98%
Brazos River Authority Retirement Plan	2/28/2023	\$22	70.34%	6.50%	-6.33%	6.55%	5.51%	0.49%	0.65%	0.00%	-0.99%
Guadalupe-Blanco River Authority	12/31/2022	\$32	79.60%	6.25%	-16.19%	2.32%	5.24%	0.15%	0.26%	0.00%	-1.01%
Tyler Firefighters' Relief & Retirement Fund	12/31/2022	\$75	64.05%	7.00%	-14.35%	3.03%	5.90%	0.54%	0.76%	0.76%	-1.10%
Irving Supplemental Benefit Plan	12/31/2022	\$99	90.18%	6.75%	-13.93%	3.39%	5.49%	0.45%	0.53%	0.40%	-1.26%
Texarkana Firemen's Relief & Retirement Fund	12/31/2022	\$37	75.50%	7.50%	-12.81%	3.89%	6.07%	0.57%	0.66%	0.57%	-1.43%
Port Arthur Firemen's Relief & Retirement Fund	12/31/2022	\$49	65.10%	7.25%	-16.85%	1.01%	5.81%	0.55%	0.71%	0.71%	-1.44%
Corpus Christi Fire Fighters' Retirement System	12/31/2022	\$166	55.30%	7.25%	-14.20%	2.20%	5.78%	0.54%	0.64%	0.29%	-1.47%
Cleburne Firemen's Relief & Retirement Fund	12/31/2022	\$23	55.21%	7.35%	-10.83%	4.22%	5.86%	0.22%	0.78%	0.54%	-1.49%
Corsicana Firemen's Relief & Retirement Fund	12/31/2022	\$11	55.40%	7.00%	-15.16%	5.52%	5.41%	0.46%	0.46%	0.46%	-1.59%
Galveston Employees' Retirement Fund	12/31/2022	\$59	70.08%	7.25%	-16.71%	1.81%	5.65%	0.40%	0.46%	0.18%	-1.60%
Anson General Hospital	6/30/2023	\$1	93.75%	6.00%	4.44%	-0.47%	4.31%	0.17%	0.21%	0.06%	-1.69%
Lower Colorado River Authority Retirement Plan	12/31/2022	\$426	66.40%	7.00%	-14.40%	3.40%	5.10%	0.43%	0.43%	0.43%	-1.90%
Big Spring Firemen's Relief & Retirement Fund	12/31/2022	\$14	57.10%	7.75%	-15.56%	2.49%	5.80%	0.70%	0.96%	0.21%	-1.95%
Harlingen Firemen's Relief & Retirement Fund	9/30/2022	\$34	56.00%	7.75%	-14.50%	2.90%	5.80%	0.90%	1.01%	0.58%	-1.95%
Conroe Fire Fighters' Retirement Fund	12/31/2022	\$37	53.60%	7.25%	-13.46%	3.83%	5.28%	0.54%	0.59%	0.59%	-1.97%
Greenville Firemen's Relief & Retirement Fund	12/31/2022	\$14	37.20%	7.25%	-14.82%	1.56%	5.23%	0.41%	0.69%	0.69%	-2.02%
San Angelo Firemen's Relief & Retirement Fund	12/31/2022	\$69	46.96%	7.80%	-14.39%	1.42%	5.73%	0.55%	0.73%	0.40%	-2.07%
Temple Firemen's Relief & Retirement Fund	9/30/2022	\$47	64.55%	7.75%	-14.21%	4.37%	5.67%	0.85%	1.01%	0.19%	-2.08%
Marshall Firemen's Relief & Retirement Fund	12/31/2022	\$8	33.69%	7.25%	-15.28%	1.09%	5.12%	0.81%	0.81%	0.81%	-2.13%
Lufkin Firemen's Relief & Retirement Fund	12/31/2022	\$21	46.80%	7.25%	-15.03%	1.47%	5.07%	0.43%	0.68%	0.51%	-2.18%
Refugio County Memorial Hospital	10/31/2022	\$2	88.11%	6.00%	-14.91%	3.93%	3.82%	0.56%	1.12%	0.00%	-2.18%
Galveston Employees' Retirement Plan for Police	12/31/2022	\$23	38.58%	7.00%	-14.06%	1.72%	4.81%	0.40%	0.40%	0.26%	-2.19%
Atlanta Firemen's Relief & Retirement Fund	12/31/2022	\$4	66.32%	7.00%	-15.18%	1.10%	4.79%	0.65%	0.87%	0.66%	-2.21%





System	Fiscal Year End	Net Total Assets	Funded Ratio	Investment Return Assumption	1-Year Net Return	3-Year Net Return	10-Year Net Return	SB 322 Total Direct & Indirect Expenses	SB 322 Total Investment Expense	Annual Audit Investment Expense	10YR Return Vs Assumption
Laredo Firefighters Retirement System	9/30/2022	\$180	54.60%	7.40%	-16.13%	3.32%	5.18%	0.71%	0.79%	0.21%	-2.22%
Galveston Firefighter's Relief & Retirement Fund	12/31/2022	\$49	58.50%	7.50%	-15.12%	1.98%	5.25%	0.40%	0.76%	0.54%	-2.25%
Killeen Firemen's Relief & Retirement Fund	9/30/2022	\$54	66.22%	7.25%	-14.98%	3.54%	4.98%	0.86%	0.96%	0.26%	-2.27%
University Park Firemen's Relief & Retirement Fund	12/31/2022	\$11	39.40%	7.25%	-15.08%	1.25%	4.97%	0.50%	0.79%	0.79%	-2.28%
Orange Firemen's Relief & Retirement Fund	12/31/2022	\$8	48.26%	7.75%	-17.19%	2.27%	5.41%	0.53%	0.91%	0.00%	-2.34%
Weslaco Firemen's Relief & Retirement Fund	9/30/2022	\$15	70.20%	7.25%	-12.01%	3.16%	4.88%	0.08%	0.64%	0.60%	-2.37%
Waxahachie Firemen's Relief & Retirement Fund	9/30/2022	\$19	63.00%	7.00%	-23.49%	-0.05%	4.48%	0.80%	0.93%	0.21%	-2.52%
Brownwood Firemen's Relief & Retirement Fund	12/31/2022	\$5	39.14%	7.00%	-18.92%	0.70%	4.45%	1.22%	2.12%	0.90%	-2.55%
Sweetwater Firemen's Relief & Retirement Fund	12/31/2022	\$8	35.06%	7.50%	-15.61%	1.03%	4.88%	0.47%	0.87%	0.63%	-2.62%
Odessa Firemen's Relief & Retirement Fund	12/31/2022	\$44	33.97%	7.00%	-12.84%	5.55%	4.36%	1.35%	1.50%	1.20%	-2.64%
Longview Firemen's Relief & Retirement Fund	12/31/2022	\$86	59.85%	7.50%	-11.80%	3.95%	4.79%	0.58%	0.68%	0.58%	-2.71%
McAllen Firemen's Relief & Retirement Fund	9/30/2022	\$53	59.50%	7.50%	-18.14%	1.51%	4.79%	1.56%	1.96%	0.72%	-2.71%
Midland Firemen's Relief & Retirement Fund	12/31/2022	\$81	26.89%	7.00%	-10.79%	2.20%	4.29%	N/A	N/A	0.62%	-2.71%
San Benito Firemen Relief & Retirement Fund	9/30/2022	\$4	59.20%	7.50%	-12.85%	2.24%	4.72%	0.79%	1.29%	1.05%	-2.78%
Plainview Firemen's Relief & Retirement Fund	12/31/2022	\$7	37.69%	7.50%	-16.22%	0.96%	4.71%	0.46%	1.08%	0.88%	-2.79%
Texas City Firemen's Relief & Retirement Fund	12/31/2022	\$15	38.36%	7.25%	-15.49%	1.04%	4.32%	0.39%	0.67%	0.45%	-2.93%
Capital MTA Bargaining	12/31/2022	\$34	53.77%	6.50%	-18.39%	2.05%	3.55%	0.26%	0.51%	0.37%	-2.95%
Arlington Employees Deferred Income Plan	6/30/2023	\$3	99.66%	5.00%	1.74%	-1.00%	1.93%	0.79%	0.79%	0.00%	-3.07%
Abilene Firemen's Relief & Retirement Fund	9/30/2022	\$52	40.51%	7.50%	-16.63%	1.57%	4.36%	0.48%	0.69%	0.41%	-3.14%
Paris Firefighters' Relief & Retirement Fund	12/31/2022	\$16	101.39%	7.25%	-16.02%	1.04%	3.57%	0.23%	0.31%	0.31%	-3.68%
Dallas Police & Fire Pension System-Combined Plan	12/31/2022	\$1,807	34.38%	6.50%	-2.20%	1.50%	2.00%	0.64%	0.80%	0.48%	-4.50%
Dallas Police & Fire Pension System-Supplemental	12/31/2022	\$17	38.64%	6.50%	-2.20%	1.50%	2.00%	0.65%	0.81%	0.48%	-4.50%
The Woodlands Firefighters' Retirement System	12/31/2022	\$56	102.05%	7.00%	-15.43%	4.50%	N/A	0.34%	0.45%	0.28%	N/A
El Paso Firemen & Policemen's Pension Staff Plan	12/31/2022	\$1	110.63%	7.75%	-10.32%	5.01%	N/A	0.62%	0.66%	0.19%	N/A
Lower Neches Valley	12/31/2022	\$12	60.47%	6.50%	-16.22%	3.00%	N/A	0.31%	0.31%	0.27%	N/A
Supplemental Retirement Plan of University Medical Center	8/31/2023	\$5	77.25%	4.00%	1.31%	N/A	N/A	0.00%	0.24%	0.24%	N/A

