

# FACT SHEET

## Employees' Retirement Fund System (ERF)



### Overview

Established in 1944, the Employees' disability and survivor benefits Retirement Fund (ERF) is governed by Chapter 40A of the Dallas City Code and has been a vital source of retirement, disability and survivor benefits to the City of Dallas civilian (non-uniform) employees. Active employee headcount remained consistent at around 7,464, with 44% residing in Dallas and 56% outside the city.

### Funding Headed in Right Direction

As of Dec. 31, 2022, the ERF was 73.3% funded and projected to achieve full funding in 51 years, which exceeds the Texas Pension Review Board's (PRB) 30-year requirement. The decrease in active employee count by 11% since 2008 and variations in projected payroll growth impacted ERF's funding.

### Compliance with Pension Review Board

PRB requires ERF to submit a Funding Soundness Restoration Plan (FSRP) by Sep. 1, 2025 to achieve full funding within 30 years.

### Future Outlook

Any changes to Chapter 40A would require voter approval through a referendum of Dallas residents. The ERF continues to adapt to changing demographics and economic conditions while upholding its commitment to provide retirement security for City employees.

### Future Funding Considerations

A plan, to be approved by September 1, 2025, aims for full funding by 2055, including:

City contribution increases incrementally starting FY2025 for 3-5 years

Transition to Actuarially Determined Contributions

Increase and cap employee contributions at maximum 14%

No change to benefits

City may consider opportunities for lump sum contributions to reduce future annual contributions

Dallas Ad Hoc Committee on Pensions will develop a funding plan that may incorporate these considerations.

[dallas.gov/pensions](https://dallas.gov/pensions)



City of Dallas