



City of Dallas

Memorandum

DATE April 1, 2014

TO The Honorable Chair and Members of the Charter Review Commission

SUBJECT City of Dallas Benefits for Employees and Elected Officials

The following information is provided in response to questions from the Commission at its March 18, 2014 meeting.

Benefits available to City Employees and Elected Officials are outlined below:

EMPLOYEE BENEFITS		
Benefit	Employer contribution	Employee contribution
Health insurance	Budget \$5,014 per FTE	Varies base on plan selected
Pension - Civilian	Total Contribution = 22.23% <ul style="list-style-type: none"> • 12.94% of all pay – pension contribution • 9.29% of all pay – pension obligation bonds 	13.06% of all pay
Pension - Uniform	27.5% of all pay	8.5% of computation pay (base pay, education pay, and longevity pay)
401k	None	Varies per employee
457	None	Varies per employee
FICA/Medicare	1.45% of pay	1.45% of pay

MAYOR & COUNCIL BENEFITS		
Benefit	Employer contribution	Mayor/Council Member contribution
Health insurance	Same as city employees	
Pension	Currently not available to Council. Requires citizen election	
401k	Currently not available to council. Could be with Council-approved plan change that is also approved by IRS	
Mandatory 457	None	7.5% of pay
Voluntary 457	Currently not available to Council. Could be changed with Council approval	
FICA/Medicare	1.45% of pay	1.45% of pay