

## City of Arlington's Pension Plan

The City provides pension benefits for all of its full-time employees through a nontraditional, joint contributory, hybrid defined benefit plan in the state-wide Texas Municipal Retirement System (TMRS), one of 930 administered by TMRS, an agent, multiple-employer public employee retirement system. TMRS is an agency created by the State of Texas and administered in accordance with the TMRS Act, Subtitle G, Title 8, Texas Government Code (the TMRS Act) as an agent multiple-employer retirement system for municipal employees in the State of Texas. The TMRS Act places the general administration and management of the System with a six-member Board of Trustees. Although the Governor, with the advice and consent of the Senate, appoints the Board, TMRS is not fiscally dependent on the State of Texas. TMRS's defined benefit pension plan is a tax-qualified plan under Section 401(a) of the Internal Revenue Code. TMRS issues a publicly available annual comprehensive financial report (ACFR) that can be obtained at [www.tmr.com](http://www.tmr.com).

## Benefits Provided

TMRS provides retirement, disability, and death benefits. Benefit provisions are adopted by the governing body of the City, within the options available in the state statutes governing TMRS. A summary of plan provisions for the City are as follows:

Employee Deposit Rate:	7%
Matching Ratio (City to Employee):	2 to 1
Vesting of Benefits:	5 years
Service Retirement Eligibility:	20 years at any age, 5 years at the age of 60 and above
Updated Service Credit:	100% repeating transfers
Annuity Increases (to retirees):	50% of change in CPI
Death Benefits:	Yes

## Employees Covered by Benefit Terms

At the December 31, 2023 valuation and measurement date, the following employees were covered by the benefit terms:

Inactive employees or beneficiaries currently receiving benefits	2,238
Inactive employees entitled to but not yet receiving benefits	1,558
Active Employees	2,762
Total	6,558

## Pension Summary

TMRS provides each of its member cities with two slightly different actuarial valuations which are both reflected below as of December 31, 2023. The first is the smoothed valuation used to calculate the City of Arlington's actuarially determined contribution (ADC) to the plan. The second valuation is provided for Governmental Accounting Standards Board (GASB) Pronouncement 68 financial reporting purposes and reflects the City of Arlington's fiduciary net position based on the market value of its assets.

Equivalent Single Amortization Period – 19.9 years  
Covered Payroll - \$226,087,513

<b>Funding Valuation (Smoothed Value)</b>	<b>12/31/2023</b>
Total Actuarial Accrued Liability	1,582,796,732
Actuarial Value of Assets	1,545,797,646
Unfunded Actuarial Accrued Liability (UAAL)	36,999,086
Funded Ratio	97.7%
UAAL as a percentage of covered payroll	16.4%

<b>GASB 68 Valuation (Market Value)</b>	<b>12/31/2023</b>
Total Pension Liability	1,582,796,732
Plan Fiduciary Net Position	1,537,815,999
Net Pension Liability (Asset)	44,980,733
Funded Ratio	97.16%
NPL as a percentage of covered payroll	19.90%

<b>Year</b>	<b>Total Actuarial Accrued Liability</b>	<b>Actuarial Value of Assets (funded)</b>	<b>Unfunded Actuarial Accrued Liability</b>	<b>Funded Ratio</b>	<b>Unfunded Ratio</b>
2015	1,086,413,400	939,417,412	147,165,988	86.5%	13.5%
2016	1,136,501,615	984,567,996	151,933,619	86.6%	13.4%
2017	1,189,337,480	1,036,660,677	152,676,803	87.2%	12.8%
2018	1,249,596,102	1,084,555,626	165,040,476	86.8%	13.2%
2019	1,317,330,381	1,144,057,115	173,273,266	86.8%	13.2%
2020	1,374,220,107	1,357,257,633	16,962,474	98.8%	8.8%
2021	1,443,559,703	1,440,887,928	2,671,775	99.8%	1.4%
2022	1,522,226,340	1,488,581,998	33,644,342	97.8%	16.5%
2023	1,582,796,732	1,545,797,646	36,999,086	97.7%	16.4%

## Contributions

Employees for the City of Arlington are required to contribute 7% of their annual gross earnings based on the City's plan provisions. Contribution rates for the City of Arlington for calendar years 2018 through 2024 are listed below. The City of Arlington contributes the full ADEC rate.

Year	Actuarially Determined Contribution Rate	Employee Rate	Total Combined Contribution Rate
2018	15.94%	7.00%	22.94%
2019	15.96%	7.00%	22.96%
2020	16.29%	7.00%	23.29%
2021	16.87%	7.00%	23.87%
2022	10.36%	7.00%	17.36%
2023	9.95%	7.00%	16.95%
2024	11.04%	7.00%	18.04%
2025	11.95%	7.00%	18.95%

## Investments

More detailed information regarding investment objectives, policies, and performance of the TMRS pension system can be found at <https://www.tmr.org/investments.php> or in the TMRS Annual Comprehensive Financial Report (ACFR).

**TMRS Current Assumed Rate of Return = 6.75%**

2023 Investment Results (TMRS Total Fund Return)	
1 Year	11.64%
3 Year	5.29%
5 Year	7.79%
10 Year	6.15%

**Source: TMRS 2023 Annual Comprehensive Financial Report (ACFR)** Rates of return presented are calculated using a time-weighted rate of return methodology based upon market values and are presented gross of investment management fees.