



May 14, 2025

To: All Active Members of the Employees' Retirement Fund

From: David K. Etheridge, Executive Director

Subject: Contribution Rate Changes Effective October 2025

Dear ERF Active Member:

We are writing to inform you of an important change regarding your retirement plan contributions. Beginning with the first pay period of October 2025, contribution rates to the Employees' Retirement Fund of the City of Dallas (ERF) will be updated in accordance with the Fund's approved Funding Soundness Restoration Plan (FSRP).

This update is the result of collaborative efforts between the ERF Board of Trustees and the Dallas City Council, culminating in a ballot initiative approved by 69% of Dallas voters in November 2024. The Pension Review Board of the State of Texas formally acknowledged our compliance with the FSRP in February 2025.

Effective October 2025, the new contribution rates are as follows:

- **Tier A Members: 14.00%** (.68 contribution increase for employees hired before January 1, 2017)
- **Tier B Members: 13.32%** (no increase for employees hired on or after January 1, 2017)
- **City Contribution: 38.22%** (FSRP Corridor – City of Dallas' contribution for 2026)

These changes are a significant step toward ensuring the long-term sustainability and health of the retirement system. The ERF and City teams have been working diligently to modify pension and payroll systems to ensure a seamless transition.

We thank you for your continued service to the City of Dallas and for your role in helping preserve a secure and reliable retirement benefit for all members.

Sincerely,

David K. Etheridge

Executive Director

Employees' Retirement Fund of the City of Dallas