

## City of Dallas Proposition 1 to Save \$2 Billion

From the desk of ERF's Executive Director - Cheryl D. Alston

Recent studies find that people are living longer. To account for the additional costs associated with longer life spans, the Employees' Retirement Fund (ERF) has recommended changes to the pension plan for new employees. These changes **will not impact** your pension benefits. The changes to the plan would only impact employees who are hired **after** December 31, 2016.

### Who Will the Proposed Changes to Chapter 40A Impact?

The proposed changes to Chapter 40A will **only impact employees hired after December 31, 2016**. Current employees, deferred vested members and retirees **would not** be impacted by the benefit changes.

### When Will the Changes Be Effective?

At this point, these changes have been approved by the Dallas ERF Board and the Dallas City Council. The next step is for the voters of the City of Dallas to **approve Proposition 1** in the November election. If Proposition 1 is approved, it will save \$2 billion in future funding costs by establishing a new tier of benefits. Employees hired after December 31, 2016 will be in Tier B, with monthly benefits that take into account the expected increased lifespan and years in retirement.

### How are Benefits for Tier B Members (*those hired after December 31, 2016*) different from your Pension Benefit?

- The benefit multiplier would be reduced from 2.75% to 2.5%.
- Normal retirement age would increase from 60 to 65 with at least five years of credited pension service.
- The Rule of 78 would change to the Rule of 80 for the new employees and retirement benefits for anyone retiring before age 65 would be reduced.
- Service retirement for new members would be increased from 30 years to 40 years.
- The Health Benefit Supplement would not be available to new members.

### What Will Happen If I Leave City Employment and Later Return?

That depends on how much pension service you have when you leave. If you leave your contributions in the pension fund and how long you are gone. You will not be impacted by the benefit changes if one of the following apply:

- You have at least five years of pension service when you leave, and you do not withdraw your contributions.
- You have less than five years of pension service, do not withdraw your contributions and return to work for the city within six years of your termination.
- You withdraw your contributions, return to work for the city within six years of your termination, and repurchase your service within three years of your return.

If you have additional questions, visit our website at [www.dallaserf.org/proposed-changes-to-chapter-40A](http://www.dallaserf.org/proposed-changes-to-chapter-40A) or call Melissa Harris, *Communications Manager*, at 214-580-7719.

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## A Guide to Help Your Teenager Take Care of Their First Car

Source: [carcare.org](http://carcare.org)



Buying a car for your teenage driver can require extensive planning. First, you must either teach them to drive or hire someone to teach them and then they'll need to get a license. Usually, at some point, your teenager will want you to buy them a car. Purchasing a car for your teenager is not a simple process. You will need to ensure that the car is safe and reliable and find adequate insurance. Before you hand those keys over to your teen driver like most parents, you should have a talk about the rules of the road. You also need to determine who will be responsible for the maintenance of the car.

The Car Care Council's online custom service schedule and e-mail reminder service at [www.carcare.org](http://www.carcare.org) can help young car owners like your teenager be more responsible. This easy-to-use resource is free and can be personalized to help make auto care more convenient and economical.

All your new young driver has to do is go to [www.carcare.org](http://www.carcare.org) and click on the "Build Your Service Schedule Now," link. They will need to provide the car's make, model and mileage information. When a profile is established on the site, the system will send your teenager reminders about oil changes, tune ups, tire maintenance and even any recalls associated with their vehicle.

You can also order a free copy of the council's Car Care Guide at [www.carcare.org/car-care-guide](http://www.carcare.org/car-care-guide). Available in English and Spanish, the popular guide uses easy-to-understand language. The guide includes descriptions of major car systems and lists questions to ask the mechanic. The Car Care Council is the source of information for the "Be Car Care Aware" consumer education campaign promoting the benefits of regular car care, maintenance and repair. For more information, log on to [www.carcare.org](http://www.carcare.org).



## Our Sincere Sympathy To The Families Of Our Deceased Members

May 2016 - August 2016

DEPARTMENT	AGE	DEPARTMENT	AGE	DEPARTMENT	AGE
<b>Aviation</b>		<b>Park &amp; Recreation</b>		<b>Street Services</b>	
Thomas H. Smith	69	H. Merwyn Carnahan	81	Mack J. Ortiz	64
		Manuel Mijares	63		
<b>Building Services</b>		Andrew W. Bullock, Jr.	62	<b>Street, Sanitation &amp; Code Enforcement</b>	
Glenn R. Pearson	59			Dolores G. Ramirez	72
<b>Communication &amp; Information Services</b>		<b>Police</b>		<b>Trinity Watershed Management</b>	
Francis N. Brooke	65	Wayne K. Butts	86	Eddie B. Day	61
<b>Fire</b>		Connie Alexander	71		
Rita J. Johnson	95	Rodney Marshall	65	<b>Water Utilities</b>	
<b>General Services</b>		Andrea Carey	34	Luis C. Flores	96
Billy W. Robinson	83	<b>Public Works &amp; Transportation</b>		Marie G. Dunne	95
		Mary E. Anderson	78	Raymond C. Williams	87
<b>Library</b>		<b>Sanitation Services</b>		Lewis Hinton	86
Brenda Green	57	Kenneth R. Luckey	63	Bobby R. Sims	81
		<b>Strategic Customer Services</b>		Leroy Shackelford	80
		Darlene Green	51	Rudy N. Watson	69
				Gregory T. Graham	66
				Jimmy L. Cavet	63

## What It Means to Be an ERF Trustee

ERF Trustees set policy and give the Fund its direction. Three of the seven Trustees that make up the ERF Board are elected by employees, three are appointed by the City Council and the seventh member is the City Auditor, ex officio.

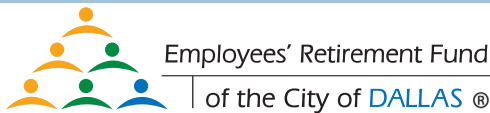
As fiduciaries, Trustee decisions must be guided by the obligation to administer the Fund for the exclusive benefit of the members, retirees and beneficiaries. Trustees must become knowledgeable in areas of investment, management, actuarial policy and benefits administration.

## Congratulations To Some Of Our Newest Retirees!

*Employees who retired in the months of May 2016 - August 2016 and agreed to let us share the news are listed by their department and years of City service.*

DEPARTMENT	SERVICE	DEPARTMENT	SERVICE	DEPARTMENT	SERVICE
<b>Aviation</b>		<b>Library, cont.</b>		<b>Street Services, cont.</b>	
Robert L. Robinson, Jr.	8	Gary W. Turner	25	Russell A. Beals	22
<b>City Attorney's Office</b>		Lela F. Fletcher	19	Rose M. Miller	22
Ileana N. Fernandez	16	Leslie E. Reed	6	Mario H. Ramirez	12
Warren M. Ernst	12	<b>Park &amp; Recreation</b>		<b>Sustainable Development &amp; Construction</b>	
<b>Code Compliance Services</b>		Carlos L. Strickland	28	Yemane Araya	31
Pamela D. Anderson	24	Margaret A. Peters	24	Richard E Brown	25
Bennie S. Gaston	15	Mark N. Bauman	9	Rhea C. Arterbury	8
John S. Taylor	7	Margaret L. Hanson	5	<b>Trinity Watershed Management</b>	
<b>Convention &amp; Event Services</b>		Andrew C. MacFarlane	5	Harold W. Bishop	23
Rickey Burns	17	Jerry D. Harrison	2	<b>Water</b>	
Bernadine Hill	17	<b>Planning &amp; Development</b>		George P. Campbell	40
<b>Court &amp; Detention Services</b>		Russell W. Wyman	11	Tina M. Williams	35
Pamela L. Bowman	18	<b>Police</b>		William D. Everly	32
<b>Environment &amp; Health Services</b>		Patricia L. Page	34	Mashell A. Mallard	32
Norma J. Piel-Brown	11	Anita J. Bassinger	30	Terry L. Brown	31
<b>Equipment &amp; Building Services</b>		Angela B. Howard	30	Brian K. Cress, Sr.	30
Arnold A. Castillo	32	Melissa G. Schimka	30	Arturo A. Hernandez	30
Clifford D. Delley	32	Linda L. Smith	27	James C. Ryan	30
<b>Fire-Rescue</b>		Catherine F. Thomas	23	Charles R. Garner	28
Brenda J. Simpson	36	Diana L. Multop	19	Aneydra S. Price	28
Brian K. Roberts	25	Irma Huerta	18	Francisco E. Picazo, Jr.	26
<b>Housing &amp; Community Services</b>		Belinda H. Smith	10	Rene A. Lee	25
Sonia D. Haynes-Day	24	<b>Public Works</b>		James E. Taylor	21
Thelma M. Tun-Thein	6	Mary L. Nix	15	Marvin A. Woods	21
<b>Judiciary</b>		<b>Sanitation Services</b>		Fredrick L. Bell	19
Phyllis P. Hillery	12	Pablo E. Nino	19	Sylvester A. Bemis	19
<b>Library</b>		Dwain L. Bowie	17	Samuel Hernandez	18
Charlotte E. Bagh	26	Angel Camarena	9	Evangelina Behzad	17
		L.B. Davis	9	Dina J. Daulat	17
		<b>Street Services</b>		Gerald D. Murphy	17
		Francisco Flores	31	Rita J. Eckles	15
		Jesus Carrillo	30	Carlos L. Ortiz	13
				Dwarkaprasad L. Acharya	11
				James Mitchell	7
				Terry M. Smith	5





## BOARD OF TRUSTEES

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## EXECUTIVE DIRECTOR

CHERYL D. ALSTON

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[www.dallaserf.org](http://www.dallaserf.org)

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## ERF Trustee Election Choose your Representative

The Employees' Retirement Fund (ERF) is governed by a seven-member Board of Trustees, three of whom are elected by employees. This year ERF has one trustee position open for election to the Board. The open trustee employee position is currently held by Carla Brewer.

There are several steps in the ERF Trustee election process. First, employees from each department select co-workers to represent them at the Nominating Committee meeting. At the Nominating Committee meeting, delegates vote to approve one or more employees who will run for the open Trustee position. The employees who are nominated by the committee and who accept the nomination are then put on the ballot. A general election is then held, and employees choose which of the nominated candidates they would like to serve as their next ERF Trustee.

The 2016 ERF Trustee Nominating Committee met on Monday, October 10th choosing only one employee to run in the Trustee election. Carla Brewer, who is Manager of Financial Services for the Equipment and Building Services Department and is the current Vice-Chair of the ERF Board of Trustees, is the sole nominee.

Under current plan provisions, employees may only vote for individuals who are on the ballot and although only one individual is nominated, ERF is required to hold an election. Typically, elections cost the Fund over \$10,000. This year, to comply with the election requirement while reducing our costs, we will conduct the election on our website at [www.dallaserf.org/myERF](http://www.dallaserf.org/myERF). You must be a registered user of myERF to vote. All City employees who contribute to the Fund may register as a user and vote in the Trustee election. Once you have registered for myERF, you will be able to view Carla's 50-word statement and to cast your vote.

If you have trouble registering or voting, please call the ERF help desk at 214-580-7738. The election will begin on Friday, October 21 at 8 am and will end on Friday, November 4 at 5 pm.

### 2016 Candidate Forum

The Candidate Forum will give you an opportunity to meet the candidate and learn more about her qualifications.

**October 27, 2016 - 10 am - 12 pm**

Dallas City Hall, 1500 Marilla  
L1FN, Conference Room A

### Thank You

ERF would like to thank each of the Nominating Committee Delegates for their participation.