Employees whose pension participation date is on or after Sept. 1, 2011
Eligibility for Participation

All Regular Full-Time Employees
(Except those who are eligible for membership in the Police or Fire Pension funds) are members of the Retirement Trust as of their date of certification, and participation is MANDATORY.

Regular Part-Time & Some Contract Employees

Participation is OPTIONAL. Regular part-time and Contract Employees must make an irrevocable election at the time of their initial employment.
Rehired Employees

• If you were a plan participant prior to September 1, 2011 and have withdrawn contributions from the Retirement Trust, there are certain pension related deadlines associated with your rehire.

• Please contact the Benefits Technician or Benefits Specialist in the Retirement Office at (915) 212-0112 as soon as possible to discuss the relevant provisions.
Contributions

Employee

- As of 9/1/2014, the pension contribution rate is 8.95% of biweekly gross earnings. Employee contributions are taken on a pre-tax basis.

Employer

- As of 9/1/2014, the pension contribution rate is 14.05% of biweekly gross earnings.
Leave Without Pay (LWOP)

Calculating Your LWOP Contribution

- Employee (8.95%) + Employer (14.05%) = 23% of biweekly gross earnings prior to going on leave.

Optional
Termination / Resignation

**Less than 7 years of pension service credit**
- A refund of employee’s contributions.

**7 years or more of pension service credit**
- A refund of employee’s contributions plus 3% interest compounded annually.
Minimum Requirements for Receiving Retirement Benefits (other than for job-related disability retirement)

- 7 years of pension service credit
- At least 45 years of age

CITY of EL PASO
EMPLOYEES RETIREMENT TRUST
Trust in a secure future
**Benefit Calculation**

**Age & Service Retirement**

\[ 2.25\% \times \text{Pension Service Cr.} \times \text{Final Wages} \]

**Unused Sick Leave**

Additional pension service credit is given for unused sick leave (22 days = 1 month credit.) Up to 6 months credit can be used toward meeting the minimum service requirements.
Retirement Options

**Age & Service**
- at least 60 years of age and at least 7 years pension service credit
  - OR
- 35 years of pension service credit regardless of age.

**Early Retirement**
- at least 7 years of pension service credit at least 45 years of age
  - A reduction factor is applied.

**Deferred**
- defer receiving payments to reduce or eliminate the reduction factor
Disability Retirement Options

Job-related

No minimum age or service requirement. Benefit based on pension service credit (minimum $250 per month.)

Non job-related

No minimum age requirement at least 7 years pension service credit.

CONDITION: PERMANENTLY DISABLED FROM YOUR JOB WITH THE CITY OR SOME SIMILAR JOB FOR WHICH YOU ARE QUALIFIED.
Retirement Benefit
Your pension benefit will be subject to income tax.

Survivors’ Benefits
Payable to Qualified Beneficiaries.
Effective July 1, 2000, the City of El Paso Employees Retirement Trust Participates in a Proportionate Retirement Program (PRP).

What is the Proportionate Retirement Program?

The PRP is a plan pursuant to state law that:

- allows for the transfer of service credit from one participating pension fund to another.
- is limited to service credit towards meeting vesting requirements in participating funds.
Proportionate Retirement Program

PRP Participating Systems

- Employees Retirement System of Texas
- Teacher Retirement System of Texas
- Judicial Retirement System of Texas Plan One
- Judicial Retirement System of Texas Plan Two
- Austin Employees’ Retirement System
- Austin Police Retirement System
- City of El Paso Employees Retirement Trust
- El Paso Firemen & Policemen’s Pension Funds
Recent News

Job Opening

Resumes for the Deputy Executive Director position will be accepted between June 27, 2019 through July 12, 2019 ...

Job Announcement