

City of El Paso Employees Retirement Trust

Non-Uniformed Defined Benefit Plan 401(a)

1039 Chelsea Street | El Paso, Texas 79903
915 212 0112 | Fax 915 771 7736
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www.eppension.org

Tier



Tier II

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

***This presentation is for Tier II, if you believe you are part of Tier I, please contact our office for more information.**

Eligibility for Participation

All Regular Full-Time Employees

(Except those who are eligible for membership El Paso Firemen & Policemen's Pension Fund) 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 regarding participation 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- **If you were a plan participant prior to September 1, 2011 and have withdrawn contributions from the Retirement Trust, there are certain pension-related deadlines associated with your rehire.**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 Manager in the Retirement Office at (915) 212-0112 as soon as possible to discuss the relevant provisions.**

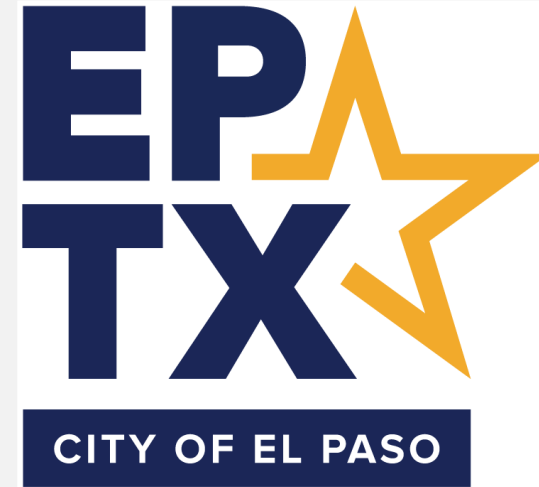
Contributions



Employee

The pension contribution rate is 8.95% of biweekly gross earnings.

Employee contributions are taken on a pre-tax basis.



Employer

The pension contribution rate is 14.05% of biweekly gross earnings.

Leave Without Pay (LWOP)

Calculating Your LWOP Contribution **OPTIONAL**

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



Termination/ Resignation

Service Credit:

- **Less than 7 Years**
 - **A refund of employee's contributions.**
- **7 Years or More**
 - **A refund of employee's contributions plus 3% interest compounded annually.**

How soon can you retire?

Minimum Vesting Requirements

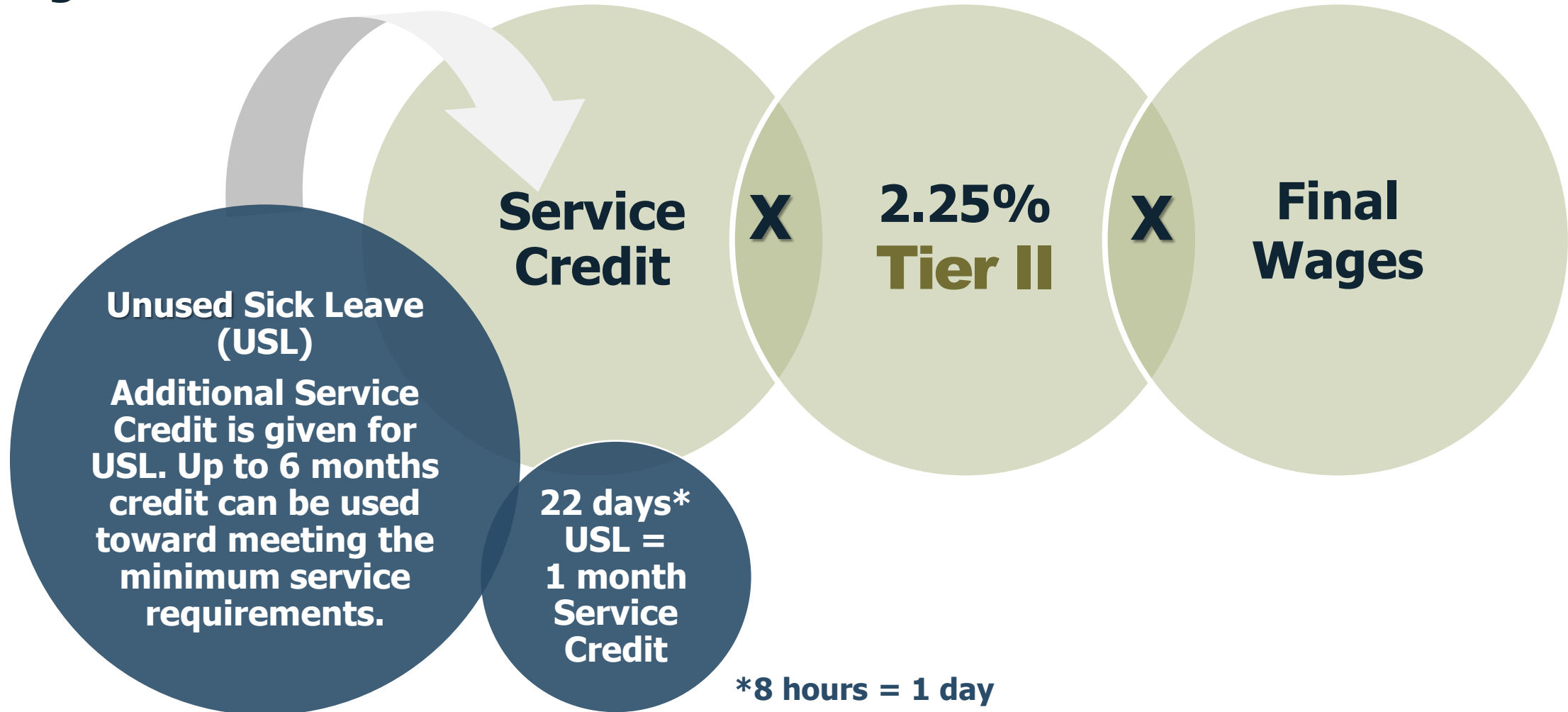
(Other than a Job-Related Disability Retirement.)

- **Age 45**
- **7 Years of Service Credit**

Reduced retirement from Normal Retirement age.

Benefit Calculation

Age & Service Retirement:



Retirement Types

The role of Retirement Trust is to provide secure retirement benefits to its participants.



Age & Service

At least:

- 60 years of age
- 7 years of Service Credit

OR

- 35 years of Service Credit regardless of age.



Early

At least:

- 45 years of age
- 7 years of Service Credit

A reduction factor is applied.



Deferred

Having met the requirements for Early Retirement, you may defer receiving payments until your normal retirement age, or a date closer to it, to reduce or eliminate the Early Retirement reduction factor.

Disability Retirement Options

Job-Related

- **No minimum age or Service Credit requirement**
- **Benefit based on retirement service credit**
- **Minimum \$250 per month**

Non Job-Related

- **No minimum age requirement**
- **At least 7 years Service Credit**

You are considered disabled if the Board determines that you have a condition of a significant impairment of physical, neurological, cognitive, or ambulatory abilities, or a combination thereof, to such an extent that a participant is unable to perform a job for which he is qualified by training and experience, and where medical improvement of the impairment or combination thereof does not have a medically reasonable prognosis for improvement under the conditions at the time of the application for disability.

Deadline for a Timely Retirement Application

You must complete a timely retirement application within 30 days of your termination of employment.

Failure to do so will require you to go before the Retirement Trust Board and establish good cause for failure to file your retirement application timely.



Retirement Benefit

Your pension benefit will be subject to income tax.

Survivors' Benefits

Payable to Qualified Beneficiaries.



Proportionate Retirement Program

The City of El Paso Employees Retirement Trust participates in the Proportionate Retirement Program (PRP).

What is the Proportionate Retirement Program?

- **The PRP is a plan pursuant to state law.**
- **Participants can potentially combine Service Credit from 2 or more participating systems to help meet retirement eligibility.**
- **You must meet retirement eligibility in each system before you can start drawing payments.**
 - **Payments begin when you retire from the last system that you are participating in.**

Proportionate Retirement Program *CONTINUED*

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






PARTICIPANTS

RETIREES

FUND OVERVIEW

 **BENEFITS CALCULATOR**



BENEFITS CALCULATOR

Watch Your Trustees

Live Broadcast

Watch Live/Archived Meetings

eppension.org

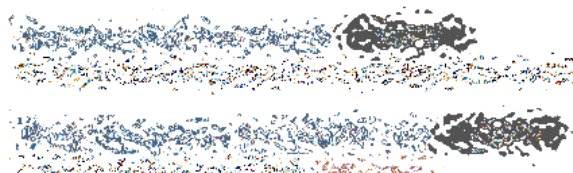
Helping the El Paso Economy

The City of El Paso Employees Retirement Trust pays millions of dollars in pension payments to over 100,000 City retirees and their beneficiaries.



Benefits paid to retirees and their beneficiaries over the last fiscal year.

Recent News



This site is dedicated to all City employees, especially those who participate in the Retirement Trust. We hope you find it informative and encourage your feedback and comments.



Videos



Meetings



Summary Plans



Strategic Plan



Payment Schedule



Financials

City of El Paso Employees Retirement Estimate Calculator

Do not use a dollar sign (\$) in the monthly salary field and do not use decimal places in any field.
No use el simbolo de dolar (\$) en el campo de Sueldo Mensual y tampoco use decimales en ningun campo.

Estimated Monthly Benefit:

Participation Date: ?

Tier

Service Time: ?

Years:

Years

Months:

Months

Monthly Salary:

Monthly Salary

Age at Retirement:

Age at Retirement

Spouse Age at Retirement:

Spouse's Age at Retirement

Marital Status:

Status

Calculate

Clear Calculator

eppension.org

A low-angle photograph of a building with a large, illuminated star logo on the left and a large, illuminated sign on the right that reads "CITY of EL PASO EMPLOYEES RETIREMENT TRUST". The sky is clear and blue.

Questions?

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