

Chapter 7

EMPLOYEE RETIREMENT AND BENEFITS, PERSONNEL POLICIES

Sec.7-1 Participation in Texas Municipal Retirement System.

All of the employees of the City shall participate in the Texas Municipal Retirement System (TMRS), as provided in the TMRS Act (Title 8, Government Code), and all of the benefits and obligations of such System are accepted as to such employees. (Ord. No. 60, 6-14-78)

Sec.7-2 Rate of deposits to TMRS.

In accordance with the provisions of the Statute, the deposits to be made to the Texas Municipal Retirement System on account of current service of the employees of the City, are hereby fixed at the rate of seven (7%) percent of the full earnings of each employee.

Sec.7-3 Prior service credit.

Each employee who qualifies for such credit shall be allowed "Prior Service Credit" (as defined in the TMRS Act) at the rate of one hundred (100%) percent of the "Base Prior Service Credit" of such member, calculated in the manner prescribed in said Act. (Ord. No. 60, 6-14-78)

Sec.7-4 City contribution to annuity reserve.

For each month of Current Service rendered to the City by each of its employees who are members of TMRS, the City will contribute to the current service annuity reserve of each such member at the time of his retirement, a sum that is two hundred (200%) percent of such member's accumulated deposits for such month of employment; and said sum shall be contributed from the City's account in the Municipality Current Service Accumulation Fund. (Ord. No. 60, 6-14-78)

Sec.7-5 City remittance and reports to TMRS.

The City Secretary shall remit to the Board of Trustees of the TMRS, at its office in Austin, Texas, the City's contributions to the System and the amounts which shall be deducted from the compensation or payroll of employees, all as required by said Board under the provisions of the TMRS Act, and the said official is authorized and directed to ascertain and certify officially on behalf of the City, prior service rendered to the said municipality by each of the employees of the City, and the average prior service compensation received by each, and to make and execute all prior service certifications and all other reports and certifications which may be required of the City, under the provisions of the TMRS Act, or in compliance with the rules and regulations of the Board of trustees of TMRS. (Ord. No. 60, 6-14-78)

Sec.7-6 Plan provisions for TMRS.

Pursuant to the TMRS Act, the City adopts the following plan provisions affecting participation of its employees in the Texas Municipal Retirement System:

- (A) Each person who becomes an employee of any participating department of this City and who is not already a member of TMRS, shall become a member of the System as a condition of employment, provided such person is then under sixty (60) years of age;
- (B) Any member, after one (1) year from the effective date of membership, shall be eligible for service retirement who has completed twenty (20) years of creditable service with this City or who has attained the age of sixty (60) years and has completed at least five (5) years of creditable service with participating municipalities which have adopted the plan provisions of this section, or who has become eligible for service retirement under any other applicable provision of the TMRS Act;
- (C) The membership of any member who has completed at least ten (10) years of creditable service with this City and other participating municipalities which have adopted the plan provisions of the TMRS Act, shall not terminate because of absence from service.

State law reference Title 8, Government Code.

Sec.7-7 Participation in TMRS Supplemental Benefits Fund.

The employees of the City shall participate in and be covered by the Supplemental Benefits Fund of the TMRS, as provided by Chapter 312, Acts Regular Session, 56th Legislature; and all the benefits and obligations of participation in said Fund are accepted by the City as to such employees. (Ord. No. 60A, 6-14-78)

Sec.7-8 Participation in Supplemental Benefits Fund as condition of employment.

Each person who becomes an employee of the City shall as a condition of his employment become covered by the Supplemental Benefits Fund of said System. The City may in the future refuse to add new departments or new employees to said Fund, but shall never discontinue as to any members who are covered by the Fund. (Ord. No. 60A, 6-14-78)

Sec.7-9 City remittance to Supplemental Benefits Fund.

The City Secretary shall remit monthly to the Board of Trustees of the TMRS at its office in Austin, Texas, as the City's contributions to the Supplemental Benefits Fund, such percentage of earnings of the above-mentioned employees of said City as may be fixed by the Board of Trustees of the TMRS, provided that the rate of contribution to said Fund shall not exceed one-half of one percentum (1/2%) of the earnings of the employees of said City who are covered under said Fund; and such official shall make for the City such reports as said Board of Trustees may prescribe. (Ord. N. 60A, 6-14-78)

Sec.7-10 Participation in Supplemental Death Benefits Fund.

The City shall participate in the Supplemental Death Benefits Fund of the TMRS, for the purpose of providing in-service death benefits in the amounts and on the terms provided for in

the TMRS Act for each of the City's employees who are members of said System, and for the purpose of providing post-retirement death benefits as provided in said TMRS Act for annuitants whose last covered employment was as an employee of this City. (Ord.. No. 60B, 6-14-78)

Sec.7-11 Personnel Policies Manual adopted.

The City has adopted a Personnel Policies Manual dated March 1997 as the official policy of the City with regard to personnel administration. The official copy of the Manual shall be maintained and available in the office of the City Secretary. The City Council may revise or amend said manual by the enactment of a resolution. (Ord. No. 108, 9-22-83; Ord 97-02, 3/19/97; Ord 97-15, 10/22/97)

Sec.7-12 Hiring, dismissal of employees by City Manager.

Unless otherwise stated in this Code, the hiring and dismissal of all city employees is performed exclusively by the City Manager pursuant to the Personnel Policies Manual.