



## Personnel Policies

### CITY OF WESLACO, TEXAS

#### RETIREMENT BENEFITS

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<b>Amended:</b>	02/24/2009
	08/07/2018
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The City of Weslaco participates in the Texas Municipal Retirement System (TMRS), created by the Texas Legislature to provide a retirement and disability pension plan for municipal employees in the State of Texas.

The TMRS plan requires employee contribution through payroll deductions. An amount is also contributed by the City. Membership in the retirement system is mandatory for all regular employees (except firefighters) who work a minimum of 1,000 hours per year. The employee's contribution to the system is 7% of gross salary effective April 1, 2006. The City's matching contribution is set annually.

Employees who leave City employment prior to retirement will, upon request, be refunded their vested portion of the retirement account.

Employees are eligible to retire under the TMRS plan if they have at least twenty (20) years of credited service (at any age) or, alternatively, have attained the age of sixty (60) and have at least five (5) years of credited service.

Fire Department personnel are covered under the State Firefighters' Pension Plan.

**Years of Service:** Any employee who has 15 years of service completed on/or before February 18, 2003, at retirement shall receive \$100 for each year of service. Any employee with less than 15 years of service as of February 18, 2003, at retirement shall receive \$100 for the first ten (10) years and \$150 for each year after (total amount not to exceed \$2,500).