



City of Austin

Recommendation for Action

File #: 25-2216, **Agenda Item #:** 45.

11/20/2025

Posting Language

Authorize execution of an agreement with the Austin Firefighters Retirement Fund for access to City employee and retiree group health and welfare benefits. Funding: This item has no fiscal impact as participation is cost-neutral to the City, with no overall expense to the City as a result of such participation.

Lead Department

Human Resources.

Fiscal Note

This item has no fiscal impact as participation is cost-neutral to the City, with no overall expense to the City as a result of such participation.

For More Information:

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Additional Backup Information:

This agreement would allow the employees and retirees of affiliated employers, such as the Austin Firefighters Retirement Fund (AFRF), to access City employee and retiree health and welfare benefit programs.

The proposed agreement, which has already been signed by AFRF, has a term of five years from the date both parties execute the agreement. This agreement will be cost-neutral for the City, with no overall expense to the City. AFRF will fund the costs of participation by its employees and retirees in the City's group health and welfare benefits program. The scope of the City's group benefits program that will be available to AFRF employees and retirees includes group healthcare and related benefits, but does not include participation in any of the defined benefit or defined contribution retirement systems in which City employees participate.

AFRF executed this agreement on September 19, 2025.