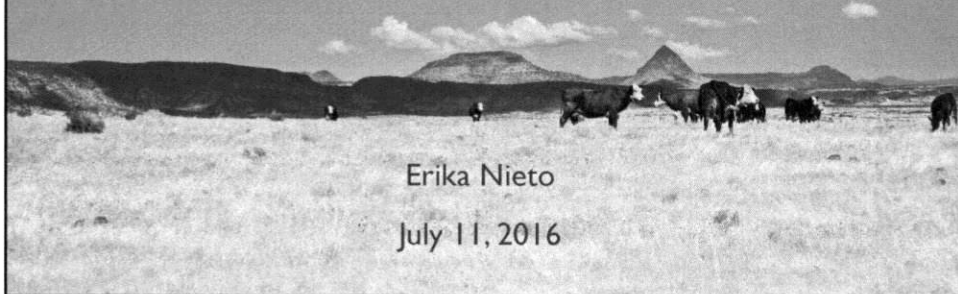




## Webb County TCDRS Retirement Plan



Erika Nieto

July 11, 2016

## TCDRS Does Retirement Right

Here's why:

- ★ Savings-based benefits
- ★ Responsible plan funding
- ★ Flexibility and local control



## Benefits Texas

★ \$1.2 billion in benefits paid in 2015

Benefits paid in Webb County:

– \$7,972,884

★ Supports:

– \$1.7 billion in total economic output

– 13,592 jobs created

– \$962 million added to Texas GDP

4

## Your Plan of Benefits

- ★ Employee deposit rate: 6%
- ★ Employer matching rate: 250%
- ★ Vesting: 8 years of service
- ★ Retirement eligibility:
  - Age 60 with 8 years of service
  - Rule of 75 (must be vested)
  - 20 years of service at any age

5

## You Fund Your Plan Responsibly

- ★ Employer rate for 2017: 11.00% of payroll.
- ★ Your rate is doing two things:
  - Investing for your current employees' future benefits
  - Paying down your unfunded liabilities within 20 years
- ★ Funded ratio is 86.1% as of Dec. 31, 2015.

6

## Your Plan Rate Change: 2016 to 2017

Reason for change	2016-2017
<b>2016 Rate</b>	<b>10.40%</b>
Plan changes adopted	TBD
Investment return	0.46%
Elected rate / lump sum	0.00%
Demographic / other changes	-0.13%
Assumptions / methods	0.27%
<b>2017 Rate</b>	<b>11.00%</b>

7

## You Make the Call Each Year

### 2017 Contribution Rates\*

		Employee Deposit Rate			
		7%	6%	5%	4%
Matching Rate	250%	12.63%	11.00%	9.44%	7.88%
	225%	11.37%	9.95%	8.57%	7.18%
	200%	10.12%	8.91%	7.70%	6.49%
	175%	8.90%	7.87%	6.83%	5.79%
	150%	7.70%	6.83%	5.96%	5.09%
	125%	6.48%	5.78%	5.10%	4.40%
	100%	5.26%	4.74%	4.23%	3.70%

\* All benefit changes presented are prospective only.

8

## Investment Earnings Fund Benefits

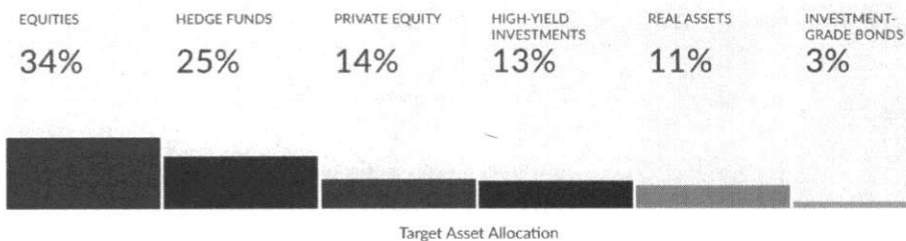


Estimated

9

## Diversified Portfolio Reduces Risk

As of April 2016



10

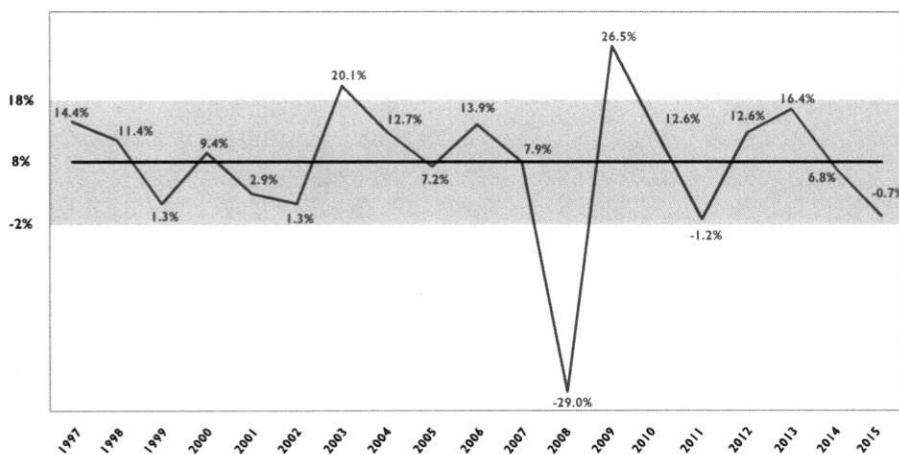
## Investment Returns (Net of All Fees)

As of Dec. 31, 2015

Annualized Returns	2015 Return	5 Year	10 Year	15 Year	20 Year	25 Year	30 Year	35 Year
Total Fund	-0.7%	6.6%	5.5%	6.6%	6.8%	7.8%	8.3%	9.6%
Benchmark	-2.5%	4.9%	4.6%	5.7%	5.9%	6.6%	7.1%	8.4%

11

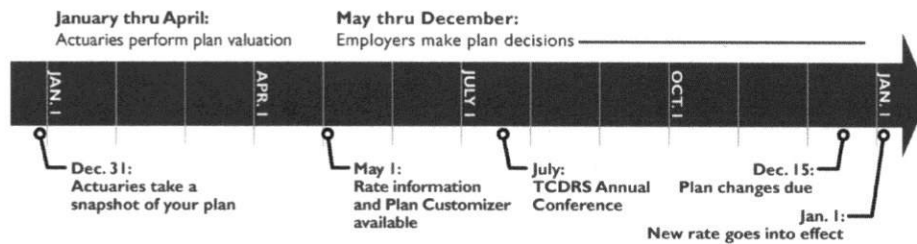
## Achieving Long-term Investment Goals (Net of All Fees)



12

## Planning Cycle

### YOUR ANNUAL PLAN DECISIONS



13

## Employee Participation

- ★ All employees should be enrolled in TCDRS
- ★ Only temporary employees may be excluded
- ★ Good idea to review enrollment periodically
- ★ No probationary periods for participation

14

## Rehiring Former Employees

- ★ Qualified plan status provides tax advantages for employee deposits and employer contributions.
- ★ In-service distributions could disqualify your TCDRS plan from this special tax status.
- ★ Rehiring former employees who received money from your TCDRS plan could be considered an in-service distribution unless there is a:
  - **Bona fide separation**
  - AND
  - **One calendar month break in service**

15

## We Are Here to Help!

- ★ **Employer Services**
  - Information regarding plan options
  - Rate information and analysis
  - Special plan studies
- ★ **Education opportunities**
  - Annual Conference:  
July 27–29, 2016
  - Free webinars
- ★ **Contact information**
  - Phone: 800-651-3848
  - Email: [EmployerServices@tcdrs.org](mailto:EmployerServices@tcdrs.org)
  - Website: [www.tcdrs.org/employer](http://www.tcdrs.org/employer)



16





**Plan Assessment for Plan Year 2017**  
**Webb County – 339**  
**Participation Date – 12/1/1969**

It's that time of year again — time to look at your TCDRS retirement plan and decide whether or not your benefits meet your workforce needs and budget. This plan assessment will give you an overview of the benefits you provide as well as how much it will cost to provide these benefits in the upcoming plan year.

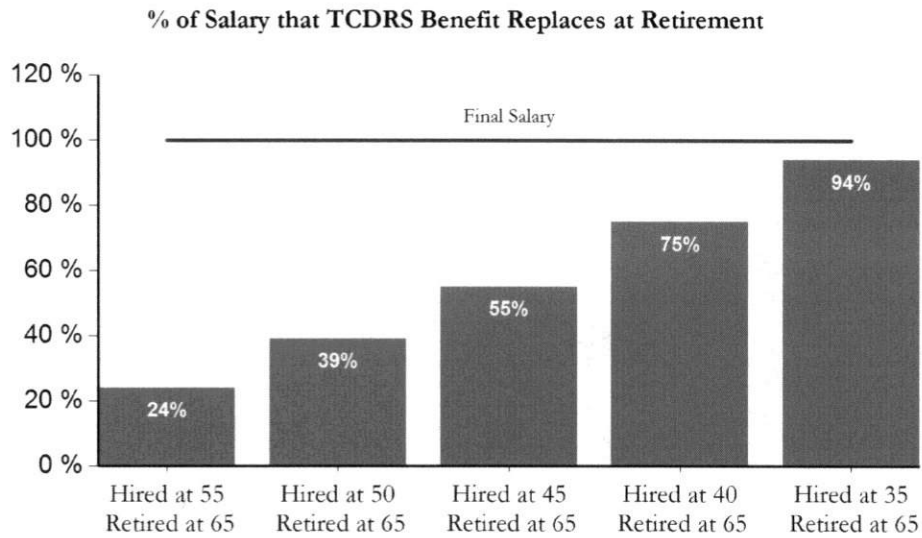
<b>2017 Plan</b>	
<b>Basic Plan Options</b>	
Employee Deposit Rate	6%
Employer Matching	250%
Prior Service Credit	70%
<b>Retirement Eligibility</b>	
Age 60 (Vesting)	8 years of service
Rule of	75 years total age + service
At Any Age	20 years of service
<b>Optional Benefits</b>	
Partial Lump-Sum Payment at Retirement	No
Group Term Life	None
<b>Retirement Plan Funding</b>	
Normal Cost Rate	7.43%
UAAL/(OAAL) Rate	3.57%
Required Rate	11.00%
Elected Rate	N/A
<b>Total Contribution Rate</b>	
Retirement Plan Rate (greater of required or elected rate)	11.00%
Group Term Life Rate	N/A
Total Contribution Rate	11.00%
<b>Valuation Results (as of Dec. 31, 2015)</b>	
Actuarial Accrued Liability	\$221,824,418
Actuarial Value of Assets	\$190,991,684
Unfunded Actuarial Accrued Liability	\$30,832,734
Funded Ratio	86.1%

**Notes:**

Buyback adopted 2013  
 Last COLA 2016

## What You Are Providing

The TCDRS benefit is based on employee deposits, which earn 7% compound interest each year, and employer matching at retirement. The following chart shows the estimated TCDRS benefit as a percentage of final salary prior to retirement for a new hire:

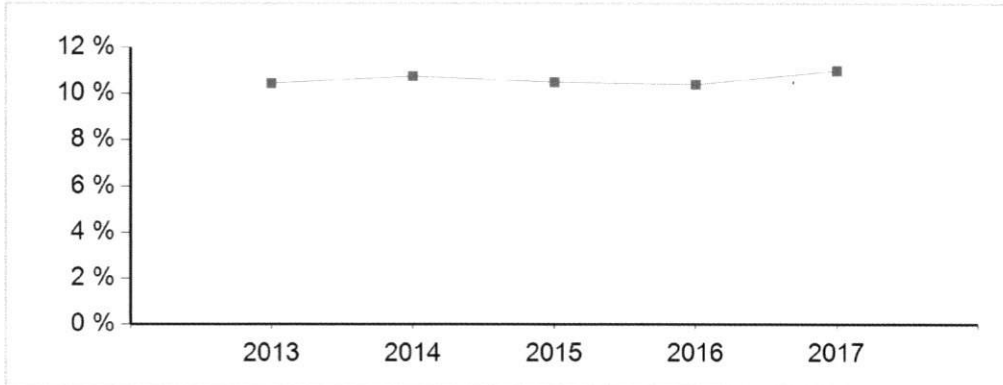


### Assumptions

- Employees are new hires and will work for you until retirement.
- Your current plan provisions will remain in effect through employee's retirement.
- Current laws governing TCDRS will continue as they are.
- Graded salary scales give bigger raises early in careers, with smaller raises later in careers (see Summary Valuation Report at [www.tcdrs.org/employer](http://www.tcdrs.org/employer)).
- Based on Single Life benefit.

## Reasons for Rate Change

Below is a record of your required rate history for your retirement plan over the last five years.



Reasons for Rate Change	2013–2014	2014–2015	2015–2016	2016–2017
Beginning Rate	10.45%	10.75%	10.50%	10.40%
Plan Changes Adopted	0.00%	0.00%	0.15%	N/A
Investment Return	0.39%	-0.07%	-0.09%	0.46%
Elected Rate/Lump Sum	0.00%	0.00%	0.00%	0.00%
Demographic/Other Changes	-0.09%	-0.16%	-0.16%	-0.13%
Assumptions/Methods	0.00%	-0.02%	0.00%	0.27%
Ending Rate	10.75%	10.50%	10.40%	11.00%
<b>Valuation Year</b>	2012	2013	2014	2015
<b>Funded Ratio</b>	85.7%	87.7%	89.0%	86.1%

A complete Summary Valuation Report for the Dec. 31, 2015 valuation will be available mid-May at [www.tcdrs.org/employer](http://www.tcdrs.org/employer).

## Next Steps

If you are interested in making plan changes, please contact your Employer Services Representative at 800-651-3848. Your benefit selections are due by Dec. 15, 2016.



**TEXAS  
COUNTY &  
DISTRICT  
RETIREMENT  
SYSTEM**

**2016  
ANNUAL  
CONFERENCE**



**JULY 27-29**



**SHERATON  
AUSTIN**



# WELCOME!

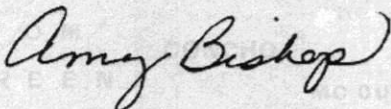
## Welcome to the 2016 TCDRS Annual Conference!

Thank you for being a part of our conference. You're in the right place to learn more about how your TCDRS retirement plan serves the needs of your employees of yesterday, today and tomorrow.

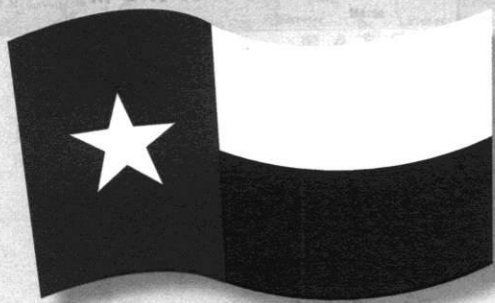
Our conference line-up will help you better understand and manage the workplace of the future — from communicating in the multigenerational office to cyber security and critical incident preparedness. You will also learn how other counties and districts are handling their reporting standards and hear from a panel of millennials about what's important to them in the workplace.

We hope you enjoy the conference!

Sincerely,



Amy Bishop  
TCDRS Director



## Texas Pledge of Allegiance

*Honor the Texas flag;  
I pledge allegiance to thee, Texas,  
one state under God, one and indivisible.*



## Download our conference app!

Our conference app puts everything you need at your fingertips, including the agenda, speaker information, FAQs, the #TCDRSConf2016 Twitter feed, things to do in the area and local weather. You can even access speaker presentations to make it easier to follow along during sessions and — new this year — network with your fellow conference attendees.

### To download the app:

1. Visit the App or Google Play stores and search for "TCDRS".
2. Download the app.
3. Say yes to push notifications when prompted to get updates for when lunch is served and when the shuttles arrive for the welcome dinner at the Touchdown Club.
4. Open the app and click the icon that says "2016 TCDRS Annual Conference" and enter the event code "TCDRS2016". Click "Download Event".
5. After the download is complete, click on the icon again to open the app.

### To network with the app:

1. Click on the "Attendees" icon and approve or reject the pop-up that asks you if you'd like to "Join the Attendees List".
2. Enter your name and confirmation code, which can be found on your conference packet. You can also select "I forgot" to have it emailed to you.
3. Select the gear in the top right and follow the instructions to edit your profile.
4. All unhidden attendees will display in alphabetical order by last name. You can also search the list with the search box.
5. You can choose to hide yourself from the attendee list and/or set your profile to private, meaning that you'll have to approve contact requests before someone can view your profile.

# AGENDA

WEDNESDAY, JULY 27, 2016

THURSDAY, JULY 28, 2016

FRIDAY, JULY 29, 2016

## DAY ONE

## DAY TWO

## DAY THREE

Time	Day One	Day Two	Day Three
7:30	7:30-9:00 Registration Open	7:30-9:00 Registration Open	7:30-9:00 Registration Open
8:00	8:00-9:00 Breakfast	8:00-9:00 Breakfast	8:00-9:00 Breakfast
9:00	9:00-9:15 Welcome & Announcements	9:00-10:00 Preparation – Can Make That Critical Incident into a Manageable Incident	9:00-9:30 Investment Performance Measurement
	9:15-9:45 Generation Texas		9:00-9:30 Destination Retirement
10:00	9:45-10:15 2015 Investment Performance	10:00-10:45 Changing Demographics of Texas	9:30-10:15 GASB 68 Training Camp
	10:15-10:30 Break & Visit Exhibitors		9:30-10:15 Millennials: A Workforce Awakens
11:00	10:30-11:00 The Legislative Session: Interim and 2017	10:45-11:00 Break & Visit Exhibitors	10:15-10:30 Break
	11:00-11:30 Accelerating Change and the Future of Technology	11:00-12:00 Aging and Its Effect on the Workforce	10:30-11:00 Balancing Benefits and Budgets
12:00	11:30-12:15 TCDRS Funding — On the Right Track	12:00-1:00 Lunch	10:30-11:00 All Access Pass: Security Administrators
	12:15-1:15 Lunch & Visit Exhibitors		11:00-11:30 Enrollment, Estimates & Everything in Between
1:00	1:15-2:15 Creating a Strong Leadership Legacy	1:00-2:00 Generations at Work	11:30-12:00 5 Ways to Perfect Your Payroll Reporting
	2:00	2:15-3:15 Understanding Information Security Risks	2:00-3:00 Impact of the Affordable Care Act
3:00-3:15 Break & Visit Exhibitors			3:00-3:15 Break & Visit Exhibitors
3:00	3:15-3:30 Break & Visit Exhibitors	3:15-4:15 Social Security	
4:00	3:30-4:30 Public Pensions and Retirement Security for Americans	4:15-5:15 How to Get Away With Retirement	
5:00	4:30-5:30 Actions Speak Louder Than Words		
6:00	6:30-9:30 Dinner & Reception at the Touchdown Club		



# COURSE DESCRIPTIONS

## DAY ONE

9:15–9:45

### Generation Texas

TCDRS is designed to ensure the retirement benefits you provide remain reliable for generations of Texans. Keeping a long-term view is a key component of our success. Learn more about an important update that will strengthen your plan for the future.

*Amy Bishop, TCDRS Director*

9:45–10:15

### 2015 Investment Performance

Review 2015 investment performance, including goals and asset allocation.

*Paul J. Williams, TCDRS Chief Investment Officer*

10:30–11:00

### The Legislative Session: Interim and 2017

Lawmakers may not be packing their bags for Austin for another several months, but hear what's going on in the interim and what this upcoming session might have in store.

*Panelists: William Nail, Special Project and Policy Advisor, ERS; Jason McElvaney, McElvaney Public Affairs; Paul Sugg, Director, Legislative Department, TAC; Dan Wattles, Director of Governmental Relations, TMRS; Merita Zoga, Assistant Director of Governmental Relations, TRS*

*Moderator: Tom Harrison, TCDRS Deputy Director*

11:00–11:30

### Accelerating Change and the Future of Technology

From Moore's Law to deep learning, A.I. and space exploration, we will examine many factors affecting accelerating technological change.

*Steve Jurvetson, Partner at Draper Fisher Jurvetson*

11:30–12:15

### TCDRS Funding – On the Right Track

See how TCDRS is structured to make sure your plan's funding is pointed in the right direction. TCDRS keeps your funding moving forward in all weather so that your employees can count on their benefits.

*Mark Olleman, Principal and Consulting Actuary, Milliman*

1:15–2:15

### Creating a Strong Leadership Legacy

Legacy is an integral part of leadership. Learn the core components of leadership and how to positively impact those around you while accomplishing your goals.

*Dr. Joe Serio, Joe Serio Enterprises*

2:15–3:15

### Understanding Information Security Risks

Information security risks to organizations and governments, of all types and sizes, are increasing in both frequency and severity. This session will help you identify threats to your sensitive information and strategies to help your organization avoid becoming the next cyber-attack victim.

*David Trepp, President and CEO of Info@Risk*

3:30–4:30

### Public Pensions and Retirement Security for Americans

Find out current and upcoming challenges for public pension plans and what's on the horizon for retirement security.

*Diane Oakley, Executive Director, National Institute on Retirement Security*

*Moderator: Terry O'Connor, TCDRS Director of Member Services*

4:30–5:30

### Actions Speak Louder than Words

More than 99% of all face-to-face communication is nonverbal. Nonverbal communication, or "body language", often reveals more than the spoken word in conveying true feelings and attitudes. This seminar will help you decipher the "hidden messages" of those around you as well as yourself.

*Jan Hargrave, Jan Hargrave & Associates*

6:30–9:30

### Wednesday Night Dinner and Reception at the Touchdown Club

Please join us for a dinner and reception at the Sylvie and Gary Crum Touchdown Club, located on the 8th floor of Darrell K.

Royal-Texas Memorial Stadium (home of the Texas Longhorns). Included in the cost of registration, this event features a buffet, exceptional views of the field and downtown Austin and live music from Duck Soup. Casual dress is encouraged.

Shuttles will take you from the Sheraton Austin Hotel at the Capitol to the Touchdown Club starting at 6:15 p.m. and run between the Sheraton and the Touchdown Club throughout the evening.

## DAY TWO

9:00–10:00

### Preparation – Can Make That Critical Incident into a Manageable Incident

Is your organization ready for a disaster? This session will show you how to design and implement a disaster/critical incident plan.

*Jim Green, CRM, ARM Business Risk Solutions, LLC*

10:00–10:45

### Changing Demographics of Texas: Composition, Characteristics and Distribution

Explore some of the important shifts in Texas demographics, the social and economic characteristics of Texas in relation to this shift, what the dynamics of population change highlight as the drivers of growth and decline, and projections of population characteristics and what those imply for the future well-being of the state.

*Dr. Lloyd Potter, State Demographer, Texas State Data Center, The University of Texas at San Antonio*

11:00–12:00

### Aging and Its Effect on the Workforce

People are living longer, and therefore staying in the workplace longer. Gain an understanding of how the workforce is changing on a national level and what impact aging has on a retirement system.

*Dr. Bonnie Kantor-Burman, Director, Ohio Department of Aging*

1:00–2:00

### Generations at Work

For the first time, the American workforce includes up to five different generations, presenting new challenges and opportunities in the workplace. While our generation does not define us, it can play a role in shaping our work values and behaviors. Find out how to leverage the strengths of persons in each generation for a rich, productive work environment.

*Pamela Brochhausen, Training Specialist V, DARS Center for Learning Management*

# COURSE DESCRIPTIONS

## DAY TWO *continued*

2:00–3:00

### **Impact of the Affordable Care Act**

Learn what impact the Affordable Care Act has had on the medical community and what's coming next.

*Quincy Quinlan, Director, Health and Benefits Services, Texas Association of Counties*

*Dr. Esteban López, President, San Antonio and Southwest Texas Blue Cross and Blue Shield of Texas*

3:15–4:15

### **Social Security**

When to retire is an important decision. Get an informed approach to filing for benefits with the Social Security Administration. Topics include different timelines as well as other considerations for family members who may also be eligible.

*Valery Maercklein, Public Affairs Specialist for the Social Security Administration*

4:15–5:15

### **How to Get Away With Retirement**

Though crime shows are all the rage right now, when it comes to how to get away with retirement, our TCDRS attorneys will guide you through it better than Annalise Keating, by exploring real-life cases to show you what not to do.

*Ann McGeehan, TCDRS General Counsel, and Patrick Redman, TCDRS Senior Attorney*

## DAY THREE

### DECISION-MAKERS

9:00–9:30

#### **Investment Performance Measurement**

Learn how TCDRS measures and reports investment performance.

*Paul J. Williams, TCDRS Chief Investment Officer and Sandra Bragg, TCDRS Deputy Investment Officer*

### ADMINISTRATORS

9:00–9:30

#### **Destination Retirement**

Set your GPS to TCDRS retirement as we map out how to get there with all the milestones, speed bumps and detours along the way.

*Sara Seyer, TCDRS Member Services Field Representative*

### DECISION-MAKERS

9:30–10:15

#### **GASB 68 Training Camp**

Whether you're a veteran of GASB implementation or this is your rookie year, there's something for everyone in this session. We'll talk about what worked during last year's implementation, as well as lessons learned. You'll also find out what's on the horizon for GASB reporting standards.

*Panelists: Chief Scott Kerwood, Williamson County Emergency Services District #3 and David Kester, Human Resources & Risk Management Director, Harris County*

*Moderator: Vince Prendergast, TCDRS Director of Finance*

### ADMINISTRATORS

9:30–10:15

#### **Millennials: A Workforce Awakens**

Hear from a panel of Millennial Falcons about what it's like for them in the workplace and the benefits of being young in our system.

*Panelists: Jefferson Brundidge, Supervisor with North Texas Tollway Authority; Ruben Vogt, Policy and Programs Coordinator at County of El Paso and Gloria Williams, Human Resource Specialist at Harris County*

*Moderator: Eric Hanke, TCDRS Member Services Field Representative*

### DECISION-MAKERS

10:30–11:00

#### **Balancing Benefits & Budgets**

Employer costs and employee benefits are a delicate balance. Explore how plan changes can impact your budget and your employees.

*Ralph Wallace, TCDRS Employer Services Representative*

### ADMINISTRATORS

10:30–11:00

#### **All Access Pass: Security Administrators**

Managing who is set up as a contact for your county or district is the exclusive role of the Security Administrator. In this presentation, you'll learn more about the different contact types and why keeping them up to date is so important.

*Roxanne Aldridge, TCDRS Employer Services Representative*

### DECISION-MAKERS

11:00–12:00

#### **Open Records**

Hear an overview of the Public Information Act, how to respond to open records requests, and what is and isn't considered public information.

*Justin Gordon, Division Chief, Open Records, Office of the Attorney General*

### ADMINISTRATORS

11:00–11:30

#### **Enrollment, Estimates and Everything in Between**

For new hires, TCDRS membership starts day one. Find out the steps you can take to make sure your employees get the information they need for their retirement, when they need it.

*Claudia Garcia, TCDRS Employer Services Management Analyst*

### ADMINISTRATORS

11:30–12:00

#### **5 Ways to Perfect Your Payroll Reporting**

GASB 68 has created new interest in payroll reporting. Discover five things you can do to help make sure your payroll reports are accurate every time.

*Melody China, Manager, TCDRS Employer Plan Management*



# GUEST SPEAKERS

**PAMELA BROCHHAUSEN** is a Training Specialist for the Center for Learning Management at the Texas Department of Assistive and Rehabilitative Services. She has trained since the 1990s and past training includes the University of Texas, the Texas Department of Public Safety and the Texas Workforce Commission. She holds a Master of Science degree in Clinical Psychology.



**VALERY MAERCKLEIN** serves as a public affairs specialist for the Social Security Administration. She specializes in outreach efforts for retirement, Medicare and Social Security disability. Maercklein started her career in the U.S. Air Force as a Radar Technician and later pursued a Bachelor's Degree in Business Management at St. Edward's University, where she graduated *summa cum laude*.



**JUSTIN GORDON** is the head of the Open Records Division at the Office of the Attorney General of Texas. Previously, Gordon was assistant general counsel in the General Counsel Division of the Office of the Governor. Before joining the Governor's Office in 2011, he served as a senior attorney and a drafting attorney in the Open Records Division of the Office of the Attorney General.



**DIANE OAKLEY** is the executive director of the National Institute on Retirement Security, where she leads the organization's strategic planning, research and education initiatives. Before joining NIRS, she served as a senior policy advisor to Congressman Earl Pomeroy and held leadership positions with the Teachers Insurance and Annuity Association – College Retirement Equities Fund.



**JIM GREEN** is a certified risk manager and the founder and managing partner of Business Risk Solutions, a risk management consulting service. Previously, Green served as a risk manager for a large manufacturing company for almost 20 years and on the board of the Texas State Office of Risk Management.



**MARK OLLEMAN** specializes in providing services to public employee retirement systems and multi-employer plans as the principal and consulting actuary for Milliman. He assists clients with many aspects of defined benefit plans.



**JAN HARGRAVE** is the CEO of Jan Hargrave & Associates, a Houston-based consulting firm, and an expert in nonverbal communication. Author of books like *Strictly Business Body Language* and *Poker Face*, Hargrave is a speaker, educator and a frequent talk-show guest on the subject of body language.



**DR. LLOYD POTTER** was appointed the Texas state demographer in June 2010 by Gov. Rick Perry. He is a professor of demography at the University of Texas at San Antonio where he serves as director of the Institute for Demographic and Socioeconomic Research and the Texas State Data Center.



**STEVE JURVETSON** is a partner at Draper Fisher Jurvetson venture capital firm. His current board responsibilities include Planet Labs, SpaceX, Synthetic Genomics and Tesla Motors. Jurvetson has been named a "Venture Capitalist of the Year" by Deloitte, one of "Tech's Best Venture Investors" by Forbes and one of the "Brain Trust of Top Ten Minds" by Fortune.



**QUINCY QUINLAN** is the health benefits services director of the Texas Association of Counties. He's been with TAC since March 1999 and was an Associate General Counsel from 1999 to 2013. He practiced law with Jones Day Reavis & Pogue, Rubinstein & Perry, the Law Office of Hubert Bell Jr. and the Office of the Texas Attorney General prior to joining the TAC staff.



**DR. BONNIE KANTOR-BURMAN** is the director of the Ohio Department of Aging where she helps transform the state's health care and long-term care, while promoting the concept of preventive gerontology. Previously, she served as the executive director of the Pioneer Network and director of The Ohio State University's Office of Geriatrics and Gerontology.



**DR. JOE SERIO** is a trainer and conference keynote speaker on leadership and change, time management and organizational skills, strategies for effective communication and overcoming barriers to improved performance. Dr. Serio has a Ph.D. in criminal justice with a specialization in leadership and organizational behavior from Sam Houston State University.



**DR. ESTEBAN LÓPEZ** serves as Southwest Texas regional president for Blue Cross and Blue Shield of Texas where he oversees engagement in major metropolitan areas in this region. Dual board-certified in both internal medicine and pediatrics, Dr. López previously worked as a practicing physician with nearly every hospital system in the San Antonio community.



**DAVID TREPP** launched Info@Risk in 1998 with the single purpose of thoroughly and accurately assessing clients' information system security postures. Since then, he has led more than 1,000 information security assessment engagements for customers across all major industries and governments throughout the United States. Trepp has given dozens of presentations to audiences nationwide on information security topics.



## Get continuing education credit!

You may be able to receive continuing education credit for attending the conference.

The following are the maximum number of hours that can be earned by each designation based on your attendance and approval from your sponsoring organization.

Continuing Education Type	Hours
Auditors	16.25
Certified Public Accountants	16.25
Chief Appraisers	6.25
Commissioners	16.25
County Investment Officers	1
Human Resources Professionals	16.25
Payroll Professionals	15.5
Tax Assessor-Collectors	16.25
Treasurers	10

Please visit the TCDRS registration table for the continuing education form.

## Opening Night Dinner and Reception

6:30–9:30 p.m. ★ Touchdown Club



Please join us for a dinner and reception at the Sylvie and Gary Crum Touchdown Club, located on the 8th floor of Darrell K. Royal-Texas Memorial Stadium (home of the Texas Longhorns).

This event features:

- A buffet dinner
- Exceptional views of the field and downtown Austin
- Live music from Duck Soup, a “greatest hits of everyone” cover band

Causal dress is encouraged. Shuttles will run from the Sheraton Austin Hotel at the Capitol to the Touchdown Club beginning at 6:15 p.m. and will continue throughout the evening. Dinner, reception and shuttle service are included in the cost of registration.



# IMPORTANT DATES FOR TCDRS EMPLOYERS

## August 2016

1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## September 2016

		1	2	3		
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

## October 2016

						1		
2	3	4	5	6	7	8		
9	10	11	12	13	14	15		
16	17	18	19	20	21	22		
<del>23</del>	<del>30</del>	<del>24</del>	<del>31</del>	25	26	27	28	29

## November 2016

		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

## December 2016

			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## January 2017

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## February 2017

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

## March 2017

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## April 2017

						1	
2	3	4	5	6	7	8	
9	10	11	12	13	14	15	
16	17	18	19	20	21	22	
<del>23</del>	<del>30</del>	24	25	26	27	28	29

## May 2017

1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## June 2017

			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

## July 2017

						1		
2	3	4	5	6	7	8		
9	10	11	12	13	14	15		
16	17	18	19	20	21	22		
<del>23</del>	<del>30</del>	<del>24</del>	<del>31</del>	25	26	27	28	29

- Payroll Due Dates
- Additional Contributions Deadline
- Payroll Due Date and Plan Decision Deadline

**SAVE**  
*the*  
**DATES!**

The 2017 TCDRS Annual Conference will take place July 26–28, at the Sheraton Austin Hotel at the Capitol. Mark your calendar!



# 2016 ANNUAL CONFERENCE

SHERATON AUSTIN HOTEL AT THE CAPITOL

JULY  
**27-29**  
2016

## 2016 TCDRS Annual Conference

Continuing Education Type	Hours
Auditors	16.25
Certified Public Accountants	16.25
Chief Appraisers	6.25
Commissioners	16.25
County Investment Officers	1
Human Resources Professionals	16.25
Payroll Professionals	15.5
Tax Assessor-Collectors	16.25
Treasurers	10

*Hours listed above for each sponsoring organization are the maximum number of approved credit hours, based on attendance. Detailed forms by designation will be provided at the conference. Please contact your accrediting agency for more information.*



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the activity. It's just met the Institute's criteria to be pre-approved for recertification credit.

- Summary
- Location
- Registration Fees
- Agenda and Course Descriptions
- Speakers
- Opening Night Dinner and Reception
- 2015 TCDRS Annual Conference Images
- Special Arrangements
- Continuing Education Credits
- FAQs