

SECTION EIGHT

Texas County & District Retirement System:

Calendar Year 2017 Plan
History of Rate Plans
Employee Participation
Section 841.001 Texas Government Code



Employer Plan History

Webb County, #339

Summary

Employer Information
 Participation date December 1969
 Fiscal year end September
 Social Security participation Yes
 Payroll payment method ACH Debit
 415 authorization No
 Partial Lump-Sum Payment No

Demographic Data

Number of depositing members 1,677
 Average age, depositing members 43.74
 Average service years, depositing members 11.95
 Number of benefit payees 469
 County population as of 2010 250,304

Plan Year	Basic Plan Options			Retirement Eligibility			Optional Benefits			Plan Funding			Total Contribution Rate			Valuation Results			
	Employee Deposit Rate	Employer Matching	Application of Matching	Prior Service Credit	Age 60 (Vesting)	Rule of	At Any Age	Group Term Life	COLA	Buyback Authorization	Required Plan Rate	Elected Rate	Additional Employer Contribution	Retirement Plan Rate	Group Term Life Rate	Total Contribution Rate	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded/(Overfunded) Liability
2016	6%	250%	Past & Future	70%	8	75	20		30% CPI		10.40%		\$195,950,901	10.40%		10.40%	\$174,433,700	\$21,517,201	89.0%
2015	6%	250%	Past & Future	70%	8	75	20				10.50%		\$180,172,519	10.50%		10.50%	\$158,094,009	\$22,078,510	87.7%
2014	6%	250%	Past & Future	70%	8	75	20				10.75%		\$166,725,203	10.75%		10.75%	\$142,888,859	\$23,836,344	85.7%
2013	6%	250%	Past & Future	70%	8	75	20		2% FLAT	Yes	10.45%		\$155,960,723	10.45%		10.45%	\$134,842,473	\$21,118,250	86.5%
2012	6%	250%	Past & Future	70%	8	75	20				10.00%		\$143,998,526	10.00%		10.00%	\$126,040,449	\$17,958,077	87.5%
2011	6%	250%	Past & Future	70%	8	75	20				9.62%		\$130,944,638	9.62%		9.62%	\$115,752,127	\$15,192,511	88.4%
2010	6%	250%	Past & Future	70%	8	75	20				9.51%		\$115,617,041	9.51%		9.51%	\$100,022,707	\$15,594,334	86.5%
2009	6%	250%	Past & Future	70%	8	75	20		4% FLAT		8.61%		\$104,655,313	8.61%		8.61%	\$97,378,036	\$7,277,277	93.0%
2008	6%	250%	Past & Future	70%	8	75	20				8.35%		\$91,559,864	8.35%		8.35%	\$85,690,219	\$5,869,645	93.6%
2007	6%	250%	Past & Future	70%	8	75	20				8.79%		\$81,768,302	8.79%		8.79%	\$73,726,548	\$8,041,754	90.2%

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2006	6%	225%	Past & Future	70%	8	75	20			6.99%	6.99%		6.99%	6.99%	6.99%	6.99%	\$72,608,411	\$67,619,064	\$4,989,347	93.1%
2005	6%	225%	Past & Future	70%	8	75	20			7.07%	7.07%		7.07%	7.07%	7.07%	7.07%				
2004	6%	225%	Past & Future	70%	8	75	20			7.49%	7.49%		7.49%	7.49%	7.49%	7.49%				
2003	6%	225%	Past & Future	70%	8	75	20			7.42%	7.42%		7.42%	7.42%	7.42%	7.42%				
2002	5%	220%	Past & Future	70%	8	75	30			5.75%	5.75%		5.75%	5.75%	5.75%	5.75%				
2001	5%	220%	Past & Future	70%	8	75	30		Yes	5.79%	5.79%		5.79%	5.79%	5.79%	5.79%				
2000	5%	220%	Past & Future	70%	8	75	30			5.77%	5.77%		5.77%	5.77%	5.77%	5.77%				
1999	5%	220%	Past & Future	70%	8	75	30			5.78%	5.78%		5.78%	5.78%	5.78%	5.78%				
1998	5%	220%	Past & Future	70%	8	75	30		Yes	5.14%	5.14%		5.14%	5.14%	5.14%	5.14%				
1997	5%	220%	Past & Future	70%	8	75	30			5.03%	5.03%		5.03%	5.03%	5.03%	5.03%				
1996	5%	220%	Past & Future	70%	8	75	30			4.94%	4.94%		4.94%	4.94%	4.94%	4.94%				
1995	5%	220%	Past & Future	70%	8	75	30			5.06%	5.06%		5.06%	5.06%	5.06%	5.06%				
1994	5%	220%	Past & Future	70%	10	80	30			5.00%	5.00%		5.00%	5.00%	5.00%	5.00%				
1993	5%	220%	Past & Future	70%	10	80	30			5.00%	5.00%		5.00%	5.00%	5.00%	5.00%				
1992	5%	220%	Past & Future	70%	10	80	30			5.00%	5.00%		5.00%	5.00%	5.00%	5.00%				
1991	5%	220%	Past & Future	70%	10	80	30			5.00%	5.00%		5.00%	5.00%	5.00%	5.00%				
1990	5%	220%	Past & Future	70%	10	80	30			5.00%	5.00%		5.00%	5.00%	5.00%	5.00%				
1989	5%	220%	Past & Future	70%	10	80	30			5.00%	5.00%		5.00%	5.00%	5.00%	5.00%				
1988	5%	220%	Past & Future	70%	10	80	30			5.00%	5.00%		5.00%	5.00%	5.00%	5.00%				
1987	5%	220%	Past & Future	70%	10	80	30			5.00%	5.00%		5.00%	5.00%	5.00%	5.00%				
1986	5%	220%	Past & Future	70%	10	80	30			5.00%	5.00%		5.00%	5.00%	5.00%	5.00%				
1985	5%	220%	Past & Future	70%	12		30			5.00%	5.00%		5.00%	5.00%	5.00%	5.00%				

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1984	5%	220%	Past & Future	70%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1983	5%	190%	Past & Future	60%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1982	5%	190%	Past & Future	60%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1981	5%	190%	Past & Future	60%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1980	5%	190%	Past & Future	60%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1979	5%	100%	Past & Future	50%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1978	5%	100%	Past & Future	50%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1977	5%	100%	Past & Future	50%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1976	5%	100%	Past & Future	50%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1975	5%	100%	Past & Future	25%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1974	5%	100%	Past & Future	25%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1973	5%	100%	Past & Future	25%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1972	5%	100%	Past & Future	25%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1971	5%	100%	Past & Future	25%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1970	5%	100%	Past & Future	25%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				
1969	5%	100%	Past & Future	25%	12	30	30			5.00%	5.00%		5.00%		5.00%	5.00%				



EMPLOYEE PARTICIPATION

All of your full- and part-time employees are eligible to participate in TCDRS, regardless of the number of hours they work in a year or their age. Only temporary employees may be excluded from enrollment.

We have intentionally left it to you to define "temporary" when determining the status of your employees. Don't be afraid of exercising your judgment in a fair, consistent and good-faith manner when making this determination. You may also consult your legal counsel for help in specific cases.

All of your employees, except those you have classified as temporary, must be enrolled in TCDRS by Jan. 1, 2006. If you need more time to change your payroll system and other employment processes, you must pass a waiver before Dec. 31, 2005, to push the date back to Jan. 1, 2007.

IMPORTANT POINTS:

- ★ It's good public policy to enroll all eligible employees in TCDRS. This is similar to enrollment policies for Social Security and other statewide public retirement systems, such as the Employees Retirement System of Texas (ERS).
- ★ When determining if an employee is temporary, ask yourself:
 - Will you employ that person only for the duration of a specific project? Consider the duration of the project, as well.
 - Have you hired this person to fill a position until you can hire a non-temporary employee to fill it?
 - Is the position seasonal?
 - Do employees in the position customarily and consistently leave employment after a short period?
 - Can the employee choose to accept or decline your offer of work on a daily basis, as in the case of rotating "call" lists?
 - Will the employee occupy an ongoing position for only a definite period, such as an internship?
 - Did you and the employee consider the position to be temporary when you hired him or her?
- ★ Make sure you communicate to your employees whether or not they are covered under TCDRS.
- ★ You should review the situation periodically. An employee who was appropriately deemed temporary on his date of hire may now be deemed permanent due to changes in circumstances and job description.
- ★ These changes are not retroactive. Some of your newly eligible employees may have already been working for your organization. They are not eligible for service credit for the time they worked before they became eligible.

If you have any questions, please call your Field Services representative or a Customer Service counselor.

For counties only: New participation rules for district judges, prosecuting attorneys

As of Jan. 1, 2006, counties will no longer need to pass a formal order to allow district judges and/or prosecuting attorneys to participate in TCDRS. If you have any questions, please contact Customer Service.

TEXAS GOVERNMENT CODE

TITLE 8. PUBLIC RETIREMENT SYSTEMS

SUBTITLE F. TEXAS COUNTY AND DISTRICT RETIREMENT SYSTEM

CHAPTER 841. GENERAL PROVISIONS

SUBCHAPTER A. GENERAL PROVISIONS

Sec. 841.001. Definitions.

In this subtitle:

- (1) "Actuarial equivalent" means a benefit that, at the time it is begun, has the same present value as the benefit it replaces, based on seven percent annual interest and either:
 - (A) the mortality table published by the Conference of Actuaries in Public Practice and known as the UP-1984 table with an age setback of five years for retired or disabled annuitants and an age setback of 10 years for beneficiaries, with a 30-percent reserve refund assumption for the standard benefit; or
 - (B) a mortality basis adopted under Section 845.110(c).
- (1-a) "Accrued benefit" means the sum of a member's accumulated contributions and service credit calculated as of a specified date.
- (2) "Accumulated contributions" means the contributions, other member deposits, and interest credited to a member's individual account in the employees saving fund.
- (3) "Annuity" means an amount of money payable in equal monthly installments at the end of each month for a period determined under this subtitle.
- (4) "Beneficiary" means an individual or entity designated by a member or annuitant or by statute to receive a benefit payable under this subtitle because of the death of a member or an annuitant. The term does not include an "alternate payee" as defined by Section 804.001.
- (5) "Board of trustees" means the persons appointed under this subtitle to administer the retirement system.
- (6) "Compensation" means the sum of payments that are made to an employee for performance of personal services as certified by a participating subdivision, including nonmonetary compensation, the value of which is determined by the governing body of the subdivision, on which contributions by an employee to the retirement system are based, which may not exceed either the limit provided by Section 401(a)(17) of the Internal Revenue Code of 1986, as indexed in the manner provided by that section, or a lesser amount established by rule of the board of trustees.

The term includes amounts by which payment for earnings is reduced because of employer pick-up of employee contributions to the retirement system under Section 845.403, deferral of compensation under benefit plans or tax-sheltered annuity programs adopted by the subdivision under Section 401(k), 403(b), or 457 of the Internal Revenue Code of 1986, the costs of benefits furnished under qualified cafeteria plans adopted by the subdivision under Section 125 of the Internal Revenue Code of 1986, and deductions for Federal Insurance Contribution Act taxes, federal income taxes, or other obligations of the employee. The term does not include workers' compensation benefits received by a member under Section 504.011, Labor Code.

- (7) "Credited service" means the number of months of prior, current, and optional service ascribed to a member in the retirement system.
- (7-a) "Director" means the person appointed as director under Section 845.202.
- (8) "Employee" means a person, other than a person determined by a subdivision to be a temporary employee, who is certified by a subdivision as being employed in, or elected or appointed to, a position or office in the subdivision for which the person is compensated by the subdivision. The term includes a person described by Section 842.107 only as provided by that section.
- (9) "Governing body" means the commissioners court of a county or, in any other subdivision, the body that is authorized to raise and expend revenue.
- (10) "Initial deposit rate" means the percentage of the annual compensation of an employee of a participating subdivision that is required by the subdivision on the effective date of subdivision participation in the retirement system as the rate for employee contributions to the retirement system.
- (11) "Local pension system" means a public retirement benefit program of less than statewide scope.
- (12) "Retirement" means the withdrawal from service with a retirement benefit granted under this subtitle.
- (13) "Retirement annuity" means the service, disability, or survivor benefit paid under this subtitle in the form of an annuity.
- (14) "Retirement system" means the Texas County and District Retirement System.
- (15) "Service" means the time a person is an employee.
- (16) "Service credit" means the monetary credits allowed a member for service for a participating subdivision.
- (17) "Subdivision" means a political subdivision of the state that is not eligible to participate in any other statewide retirement system or that is not currently participating in a retirement system established by the legislature. The term includes the Texas Association of Counties, the retirement system, and a city-county hospital jointly managed under Subchapter B, Chapter 265, Health and Safety Code. The term does not include a branch, division, department, employee classification group, or other separately identified component of a political subdivision.

Sec. 842.104. County Hospital Employees.

- (a) If a county elects to participate in the retirement system, the commissioners court of the county may elect to deny membership to the employees of a county hospital governed by Chapter 263, Health and Safety Code.
- (b) After making an election under this section, the commissioners court may at any time reverse its decision and require that county hospital employees become members on a date fixed by order of the commissioners court.
- (c) If the commissioners court reverses an election under this section and requires the employees of a county hospital to become members of the retirement system, for the purposes of this subtitle the employees of the county hospital comprise a separate subdivision from other county employees.
- (d) If on the effective date of participation in the retirement system a county is not operating a county hospital, the order or resolution of the commissioners court electing to participate in the system does not include employees of a hospital later established or operated by the county. The commissioners court may elect to have the employees of a hospital later established or operated by the county participate in the retirement system as a unit, which for purposes of this subtitle comprises a subdivision separate from other county employees.
- (e) The commissioners court is the governing body of a county hospital for the purposes of this subtitle.

Sec. 842.105. Status as an Employee.

For the purposes of this subtitle, a person has the standing of an employee in a participating subdivision if the person is an employee, other than a temporary employee, of a community supervision and corrections department that has executed a contract with the participating subdivision under Section 76.006, Government Code.

Sec. 842.106. Multiple Retirement System Membership.

A person who is a member of this retirement system and another state or local retirement system authorized under Section 67, Article XVI, Texas Constitution, may receive a benefit from this system only to the extent that the amount of the benefit is computed solely on the member's accumulated contributions and service credit in this system. Service credited by another retirement system may not be used to determine eligibility for a benefit in this retirement system except as provided by Chapter 803.

Sec. 842.107. Optional Membership.

- ✓ (a) A subdivision may authorize to be a member of the retirement system a person who is accruing benefits in another statewide retirement system for service in an elected or appointed judicial or district office or as an employee of the state or a governmental unit of the state during the same period the person is receiving supplemental compensation from the subdivision. A person described by this subsection who is first included for optional membership after December 31, 2005, may not contribute to the employees saving fund or receive any service credit for any supplemental compensation received before the date the subdivision makes the person eligible to become a member.