



HUMAN RESOURCES DEPARTMENT
FORT BEND COUNTY, TEXAS

Kent M. Edwards, PHR
Director of Human Resources

Interoffice Memorandum

Date: August 15, 2012

To: County Judge Bob Hebert
Commissioners Morrison, Prestage, Meyers, Patterson

From: Kent Edwards

cc: Lynnette Montgomery

Subject: HR Agenda Item for the August 28, 2012 Commissioners' Court –
TCDRS Plan Authorization for 2013 Plan Year

Human Resources Agenda Item – **TCDRS Plan Authorization for 2013 Plan Year**

"Take all appropriate action to authorize the County Judge to execute Fort Bend County's Texas County & District Retirement System (TCDRS) Plan Authorization for the Plan Year 2013 and consider action on the following items: changes in the plan provisions for non-retirees; Cost of Living Adjustment (COLA) for retirees; and payment of a rate greater than the TCDRS required rate."

Each year, the Court must take the following actions for the upcoming TCDRS Plan Year:

1. decide whether to make any changes in the County's TCDRS Plan provisions for non-retirees, and
2. decide whether to adopt a cost-of-living adjustment (COLA) with respect to benefit payments being paid to retirees or their beneficiaries, and
3. decide whether to elect to pay a rate greater than the total required rate as reported by TCDRS, and
4. authorize the County Judge to execute the Plan Authorization Form which formally communicates those decisions to TCDRS.

Each of you has earlier been provided with a copy of the Retirement Plan Assessment for Plan Year 2013 which contained all the details of our Plan's benefits and our projected costs for next year. The document also included information on why our employer contribution rate may have changed.

Regarding the above items, **it is the recommendation of Human Resources that for the 2013 plan year, Commissioners' Court:**

1. **makes no changes in the plan provisions for non-retirees, and**
2. **does not adopt a cost-of-living adjustment (COLA) to be paid to retirees or their beneficiaries, and**
3. **elects to pay the total required employer contribution rate of 11.55%, and**
4. **authorizes the County Judge to execute the Plan Authorization Form which communicates these decisions to TCDRS.**

Should you have any questions, please do not hesitate to contact me 281-341-8631.